

EY Italia for the country system

Sustainability as a priority for the
future of the country, companies and
people

Reporting progress on the Italian impact in
FY 2022



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



The EY values

All EY people live by a shared set of values that define who we are.

These values are the core beliefs of the EY network: they guide our actions and behaviours, influence the way we work and the way our professionals deliver services to clients and interact with communities.

We are:

- ▶ People who demonstrate integrity, respect, partnership and inclusiveness;
- ▶ People with energy, enthusiasm and initiative;
- ▶ People who build relationships based on doing the right thing.

Our purpose

EY's purpose is *Building a better working world*.

The insights and quality services we provide help build trust in the capital markets and economies in which we operate.

We develop outstanding leaders who work together to deliver on our promises to all of our stakeholders. In doing so, we play a vital role in building a better world of work.

In a world that is changing faster than ever, our purpose is our guide - to provide context and meaning for the work we do every day.

Sustainability

In 2019, we updated our global strategy and introduced NextWave, with the ambition to create long-term value for clients, people and society as the most trusted and distinctive professional services organisation worldwide.

Since 2021, EY Global has expanded its reporting on progress in creating that value, describing our environmental, social and governance (ESG) impacts using metrics from the **WEF-IBC Stakeholder Capitalism Metrics** and key performance indicators from EY NextWave, and incorporating EY's commitment to the United Nations Global Compact and the Sustainable Development Goals (SDGs). EY's global sustainability report is available at the following [link](#).

This is a journey, as it is for many organisations. At EY, we focus on stakeholder impact and integrate ESG factors at the heart of what we do every day. We believe this is the best way to achieve our purpose.

In fiscal year 2021, the legal entities of the EY network in Italy, hereinafter “the EY Italia network”, have set up a Sustainability Committee, with the mandate to supervise the sustainability guidelines and objectives and implement a plan sustainability aligned with global goals.

The sustainability plan represents the strategic vision of the EY Italia network in terms of sustainability, responds to some of the global challenges (SDGs) and sets out the commitments undertaken by the network in qualitative and quantitative objectives in line with the commitments and strategy of EY NextWave and with the purpose of EY Building a better working world, which in this case is reformulated in Building a better and more sustainable working world. EY's ambition is to create, through this strategy, long-term value for its customers, its people and society as a whole. With this document, we intend to describe the sustainability objectives achieved by the EY Italia network in alignment with EY Global in fiscal year 2022 (July 2021- June 2022).

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At EY we believe that companies must create value for customers, employees, suppliers, communities and shareholders. We believe that when all organisations are able to integrate their goals with those of their stakeholders, we will all be more ready and stronger to face the greatest challenges on the planet.

In 2019, we launched the NextWave strategy, with the ambition to create long-term value for customers, people and society. This strategy has been used to catalyse our transformational agenda.

This year, we're improving the way we measure and report the value we create every day.

Carmine Di Sibio
Global Chairman and CEO

Letter from the CEO of EY Italia

The events of recent years have radically transformed the way we live, work and relate to one another, but the purpose of EY building a better working world has remained unchanged.

Operating in the professional services of auditing and accounting organisation, tax and legal assistance, transaction and consultancy, EY's people guided by our 'purpose' are at the side of the entire company from the First to the Third Sector, asking the best questions to find answers solutions to the increasingly complex and interconnected challenges the world is facing today. The climate, diversity and social equity, resilience, trust and transparency in operations, the use of technology (data, artificial intelligence, blockchain): an ongoing commitment from all of us and the ambition to build together with all our stakeholders a more sustainable world.

People are our strength and are at the heart of everything we do. It is their professionalism, curiosity, commitment and sense of responsibility in building the future that allows us to give value back to society in a meaningful way and thus also have a positive impact on people outside EY.

This sustainability report aims to examine and communicate to the interested public the efforts made by the EY Italia network in ESG areas and at the same time share what we still want to do in the future. This report, the first published by the Italian EY network, is just another stage in our journey, showing where we have arrived and how much impact we can have when people, companies and communities join forces. Building a better world for the future can be translated into one word: sustainability. Sustainability in an organisation means facing change and responding to the needs and expectations of the market and society, creating value for all stakeholders in the long term. For EY, working with stakeholders is nothing new, but we believe that working alongside them with common goals can make a difference and transform the future.

We are aware that we can do even more and, together, we will continue to build a better working world.



Massimo Antonelli
CEO EY Italy and Chief
Operations Officer EY Europe
West

NextWave

EY's strategy

NextWave is EY's global strategy defined at the end of 2019, which defines our ambition: **to create long-term value as the most trusted and distinctive professional services organisation in the world.**

Long-term value creation focuses on 4 areas:

- ▶ Social Value
- ▶ Client Value
- ▶ People Value
- ▶ Financial Value

NextWave is inspired by the diffusion dynamics of innovations, characterised by a typical S-curve (Rogers' law).



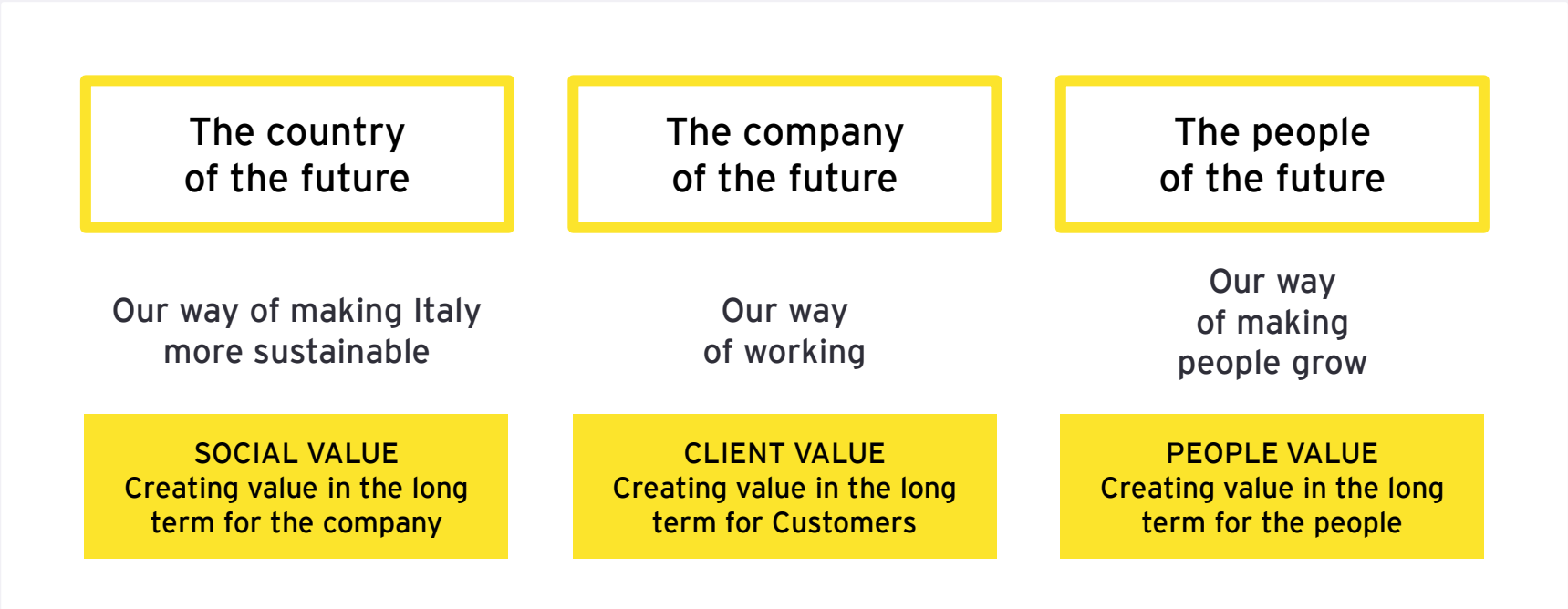
Methodological note

The first sustainability report of the EY Italia network, which will be published annually, intends to describe the sustainability objectives achieved during the 2022 fiscal year by the legal entities of the EY network in Italy. The reporting period refers to the 12 months from July 2021 to June 2022 (fiscal year 2022, FY22), also considering data referable to previous periods to compare results.

From a methodological point of view, this document has been prepared on the basis of the pillars of the EY NextWave strategy - People Value, Social Value and Client Value - and uses the reporting metrics of the reporting standard developed by EY together with the other Big Four and from the World Economic Forum: *Measuring Stakeholder Capitalism*. Furthermore, the document was drawn up in compliance with the Standards of the Global Reporting Initiative (GRI), the Referenced option, the most widespread reference worldwide for sustainability reporting. The aspects reported within the report have been identified following the principle of materiality and in line with the principles of the GRI Standards - relevance, inclusiveness, sustainability context, completeness and reporting perimeter. Consistent with the provisions of the GRI, the contents of this document are in fact the result of a materiality analysis, i.e., a process that allows for the identification of those topics that are sufficiently important for the organisation and its stakeholders to be reported in the document ("tangible issues").

The pillars of the global strategy have been described in the commitments of the EY network in Italy to make our country more sustainable (social value), to integrate sustainability into our way of working with our suppliers and our customers (client value) and to make grow your own people (people value). The results presented in the following pages were achieved through a specific sustainability plan defined, coordinated and monitored by the Sustainability Committee of the EY Italia network, containing a series of ambitions broken down into activities with specific measurable targets which this year, thanks to the of everyone in the EY network, have been reached.

This document was prepared by the Corporate Responsibility & Sustainability function of EY in Italy. It has not been audited by an independent third party. However, it was approved by the EY Italia Consortium on 10/25/2022. Thanks to the EY Sustainability Team for their support.



To request further information on the sustainability report and its contents, please contact the Director of Corporate Responsibility & Sustainability of the EY Italia network, Tiziana dell'Orto, by writing to the following e-mail address: tiziana.dellorto@it.ey.com.

Main results of the Sustainability Plan achieved in Italy in the 2022 fiscal year

The country
of the future
Social value

EY has the global aim of having a positive impact on

1 billion lives by 2030 involving the EY people in voluntary activities:

1186 volunteers involved in EY Ripples in support of the community and territory, environment and new generations (*exceeding the target of 855 volunteers in Italy*)

482,000 lives impacted in Italy

EY is Carbon negative on a global level

EY aims to become **net zero** by 2025: **21%** reduced CO2 equivalent emissions of the EY Italia network (emissions from business travel by air reduced by 70% compared with FY19, exceeding the 18% reduction target).

98% of the energy procured from renewable sources (100% by 2025)

The **project for the conversion** of the car fleet into hybrid and electric models launched **Mobility plans** defined for Milan and Rome

The company
of the future
Client value

EY supports new forms of agile work:

+50%

of EY people freely planned where to work in FY22

Innovation

EY contributes through study awards, scholarships and innovative projects developed with the research centres and their stakeholders

In October 2022 EYA* improved the Ecovadis rating, obtaining the gold medal

EY qualifies its suppliers according to sustainability criteria:

EY Supplier Code of Conduct signed by all new suppliers

53 suppliers subject to ESG screening

The three-year plan on the **Certifications on the ESG scopes** for the legal entities of the EY Italia network

The people
of the future
People value

EY confirmed as Top Employer

EY guarantees growth opportunities based on merit:

~ 20% of EY people promoted to a higher rank

1.1% gender pay gap

2731 people hired in FY22 (46% women):

62.5% from universities outside of Milan and Rome (FY22 target: 40%)

65%+ of young people in extra-curricular internships hired (target FY22: 45%)

EY develops the skills and professional growth of its people:

52.5 hours on average of training provided, exceeding the target for the individual legal entities **Training project on sustainability issues**

of all staff, a course already taken by 13% of the population

Psychological and physical **wellbeing initiatives** for EY people and **D&I projects**

**Awards and acknowledgements
obtained by the EY Italia network in
FY22**

Top Employers 2022

For the fourteenth time, EY is confirmed again as Top Employer! The certification certifies companies that stand out for their good practices and certified processes in the human resources field.

**Linkedin Top Companies
2022 in Italy**

EY was included in the annual ranking of the 25 best companies where to develop one's career in Italy, based on data from the LinkedIn platform.

**Best internship Republic
of Interns**

Again, this year, EY was awarded for the best performance of direct recruitment of under 30s. One young colleague out of 5 has been hired directly on a permanent basis.

**Fortune - 100 Best
Companies to work**

EY was named one of Fortune's "100 best companies to work for" for the second time.

**Potentialpark
Best Talent
Communication**

For the first time, EY was awarded 7th place in the Potentialpark ranking as best employers in digital Talent Communication.

**Junior Achievement Best
Volunteer programme**

"Best Volunteer programme 2021" award received by the Italian branch of Junior Achievement for our qualified volunteer programme EY Ripples.

Stakeholders and their involvement

Stakeholders are key players for EY, as they influence, can influence and are influenced by the activities of the EY network.

The great challenges that all companies have to face every day have been amplified by the pandemic crisis. This has accelerated the adoption of new ways of working and collaborating. Integrating sustainability issues in the dialogue with our customers is a continuous process, aimed at creating direct interaction between internal and external stakeholders of the EY Italia network.

A Stakeholder Engagement Plan is defined every year, which defines a series of activities such as webinars, surveys, meetings, etc., in order to understand the priorities, expectations and needs of our customers and all stakeholders.

The contents of this report have been defined taking into account the information needs and expectations of the stakeholders of the EY Italia network. As part of the activities carried out during the reporting period, the expectations of these stakeholders were collected in different ways.

The stakeholder engagement strategy envisaged a process of involvement and listening to some of the main categories of stakeholders, in order to include their expectations and priorities in defining strategic guidelines in the area of sustainability and in identifying of material topics.

The EY Italia network, in line with the economic, social and environmental context in which it operates and considering the variables envisaged by the AA1000 Stakeholder Engagement Standard (dependence, responsibility, tension, influence, different perspectives), has identified its main stakeholders, represented in the map alongside.



Stakeholders	Involvement strategy	Main topics emerging from the involvement
Employees	EY employees are interviewed several times during the year through dedicated surveys, such as the EY People Pulse. They are also kept up-to-date on EY initiatives via email, social media and the website.	Climate change and environmental sustainability, Local communities, relationship with the territory, scientific and academic development, Working conditions, Professional growth and gender pay gap, Training and qualification of resources, Flexible and agile work, Employment, youth employment and talent enhancement of the country, Transparency in corporate conduct
Members	Members are listened to continuously through meetings and are updated on initiatives via email, social media and website.	Climate change and environmental sustainability, Local communities, relationship with the territory, scientific and academic development, Professional growth and gender pay gap, Resource training and qualification, Innovation and sustainability, Flexible and agile work, Employment, youth employment and talent enhancement of the country, Transparency in corporate conduct.
Clients and Business Partners	The involvement of customers and business partners took place through specific initiatives such as the Size the Change survey and the analysis of the sustainability requirements requested by our customers from their suppliers	Supply chain, Climate change and environmental sustainability, Local communities and relationship with the territory, Working conditions, Professional growth and gender pay gap, Training and qualification of resources, Flexible and agile work, Transparency in corporate conduct
Network EY Global	Regular exchange of information via email, online meetings, intranet	Supply chain, Climate change and environmental sustainability, Local communities and relationship with the territory, Working conditions, Professional growth and gender pay gap, Training and qualification of resources, Innovation and sustainability, Flexible and agile work, Transparency in corporate conduct
Media and opinion leader	Media and opinion leaders Exchange and collection of information with the major media, communication activities on owned and earned media, Sustainability summits	Climate change and environmental sustainability, Local communities and relationship with the territory, Professional growth and gender pay gap, Innovation and sustainability, Flexible and agile work
Suppliers and subsuppliers	Suppliers had the opportunity to listen during the negotiation and post-sale phases of the commercial relationship	Transparency in corporate conduct
Control bodies and regulators	The involvement took place through the certification processes on ESG areas undertaken by EY Italia, such as ISO9001, ISO27001, ISO37001, SA8000, ISO45001, ISO14001, ISO14064	Working conditions, Training and qualification of resources, Transparency in corporate conduct
Local communities and voluntary sector	Involvement took place through corporate volunteering initiatives and fundraising	Climate change and environmental sustainability, Local communities and the relationship with the territory, Working conditions, Employment, youth employment and enhancement of the country's talents, Transparency in corporate conduct
Schools and academia	The involvement took place through R&D activities and corporate volunteering initiatives	Climate change and environmental sustainability, Local communities and relationship with the territory, scientific and academic development, Working conditions, Employment, youth employment and enhancement of the country's talents, Transparency in corporate conduct

Tangible issues

This document was drawn up in compliance with the Global Reporting Initiative (GRI) Standards, “Referenced” option.

In line with the provisions of the GRI, the contents of this report are the result of a materiality analysis.

Specifically, an issue is defined as tangible when:

- Substantially influences stakeholder assessments and decisions, or
- It reflects the significant economic, environmental or social impacts of the organisation.

For each “tangible” issue, where possible, a topic has been identified that is mapped in the GRI Standards and the disclosures to be reported have been selected, as shown in the following table. In the case of material topics without correspondence within the GRI Standards, information relating to the management methods of the topic and, where possible, internal KPIs have been reported, with the aim of allowing stakeholders to form a reasoned opinion on the operated by the EY Italia network.

The method of managing the impacts generated by each material topic will be reviewed and evaluated periodically in the context of the meetings of the Sustainability Committee.

Pillar	Tangible issues	GRI topics	KPIs
The country of the future (Social Value) <i>Making our country more sustainable</i>	Local communities, relationship with the region, scientific and academic development	Non-GRI	Number of participants in the EY Ripples competency volunteer programme
	Climate change and environmental sustainability	Electricity	302-1 Energy consumed within the organisation
		Emissions	305-1 Direct GHG emissions (Scope 1)
		Emissions	305-2 Indirect GHG emissions from energy consumption (Scope 2)
		Emissions	305-3 Other indirect GHG emissions (Scope 3)
The company of the future (Client Value) <i>Integrating sustainability into our way of working with our suppliers and customers</i>	Flexible and agile work	Non-GRI	% of people who freely choose where to work
	Innovation and sustainability	Non-GRI	N/A
	Transparency in corporate conduct	Anti-corruption	205-3 Episodes of corruption confirmed and actions taken
	Supply chain	Non-GRI	Number of Italian suppliers subject to ESG screening ESG
The People of the future (People Value) <i>Making our people grow</i>	Employment, youth engagement and enhancing the country's talent	Employment	401-1 New hires and turnover
	Career development and the gender pay gap	Diversity and equal opportunities	405-1 Diversity in the governance bodies and between employees
	Training and qualification of resources	Training and coaching	404-1 Average annual training hours per employee
	Work conditions	Non-GRI	N/A

03

The EY Italia Network: who we are, how we operate



EY refers to the global organisation and may refer to one or more of the Associate Companies of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK limited warranty company, does not provide customer services.

The term EY Italia network refers to the legal entities of EY's Italian business network.

EY is a global leader in auditing, tax, strategy and transaction and advisory services. Worldwide, more than 312,000 people of member firms in more than 150 countries share a common commitment to building a better working world, united by shared values and a solid commitment to quality, integrity and professional scepticism.

EY Global (EYG) coordinates member firms and promotes cooperation between them. Each member firm is a separate legal entity, whose obligations and responsibilities are governed by the EYG regulations and various other agreements.

EYG member firms are organised into three geographical areas: America; Asia-Pacific and Europe, Middle East, India and Africa (EMEIA). Areas include multiple Regions. Regions are geographic groupings of member firms with the exception of Region Financial Services Organisations (FSOs), which include the financial services related businesses of related member firms in an Region.

The EY Italia network is part of the EMEIA area which includes EYG member firms in 96 countries. The EMEIA area comprises 10 *Regions*. As of 1 July 2021, the number was reduced to 8. Following this change,

the EY Italia network is part of the Europe West Region¹ (whilst it was previously part of the Mediterranean Region²) and, for the FSO sector, of the FSO Region.

1. Includes the following countries: Austria, Belgium, France, Germany, Italy, Liechtenstein, Holland, Portugal, Spain, Switzerland and some countries located in Africa.
2. Comprising Italy, Portugal, Spain and some countries located in Africa.

The legal entities of the EY Italia network

- ▶ **EY S.p.A.**
with registered office in Milan, mainly dedicated to auditing services
- ▶ **EY Advisory S.p.A.**
with registered office in Milan, dedicated to consultancy services
- ▶ **Tax Law Firm**
based in Milan, dedicated to fiscal and tax consultancy services
- ▶ **EY Business School s.r.l.**
with registered office in Rome, dedicated to consultancy services in the field of human resources
- ▶ **Global Shared Services s.r.l.**
with registered office in Milan, which offers business support services to the member firms of EY Italia
- ▶ **EY Teorema Engineering s.r.l.**
based in Milan, dedicated to consultancy services in the sector of information technologies
- ▶ **EY Business&Technology Solution s.r.l.**
Based in
- ▶ **EY Engineering and Technical Services s.r.l.**
(*subsidiary of EY Advisory S.p.A.*)
with registered office in Bari, dedicated to system design and consultancy software and hardware in the field of information technologies
- ▶ **EY IFI Security s.r.l.**
based in Milan, dedicated to consultancy activities on the subject safety
- ▶ **EY Foundation onlus**
based in Milan, with the purpose of social solidarity and charity

The activities of all Italian entities are carried out in accordance with the policies and strategic guidelines defined by EY on a global level.

The professional activities of the EY Italia network are carried out throughout the country with offices in the following cities:

Bari	Bergamo	Bologna	Brescia	Cagliari
Florence		Genoa	Milan	Naples
	Padua	Perugia	Rome	Turin
Treviso	Trieste	Verona	Ancona	



The legal entities of the EY Italia network offer services related to serviceline:

- Assurance
- Consulting
- Strategy and Transactions
- Tax and Law
- People Advisory Services

Assurance

Another service line that offers support and services exclusively to other service lines is the **CBS Corporate Business Service**.

ASSURANCE

Organisations today operate in a rapidly changing business environment with increasingly complex regulatory requirements. In such circumstances, maintaining trust is crucial.

The purpose of EY Assurance is to create the trust and security that help make a complex world work. EY Assurance services help companies build trust and transparency with investors, manage regulatory responsibilities, and drive long-term sustainable economic growth.

Our Assurance services - which include Audit, Financial Accounting Advisory Services and Forensic & Integrity Services - are able to cover all geographical areas.

We offer our innovative services to global and local clients with the same intense focus on quality thanks to the expertise of integrated and multidisciplinary teams.

STRATEGY AND TRANSACTIONS

Whether you are looking to expand into new markets, finalise an M&A deal or realise your growth ambitions, EY can help you along the way.

We help companies promote growth that takes into account the interests of all stakeholders involved by focusing on their strategy through to execution to foster rapid value creation. In a fast-changing, increasingly digital environment, we advocate help bring new products and innovation to market and enable organisations to reshape themselves for a better future. Thanks to our global network, we can help you manage the most complex challenges and build a better world of work.

LAW

EY Law, in collaboration with the EY network, has always been at the side of clients to offer innovative and strategic legal and business solutions, guaranteeing integrated professional assistance at 360° thanks to a multidisciplinary approach, focused on sectors, and the possibilities offered by a unique network on a global scale.

EY Law Professionals work in synergy with all EY service lines and, thanks to their multidisciplinary skills, provide complete support, aimed at solving each problem with the specificity most suited to the situation.

CONSULTING

What does it take to succeed in the age of transformation? Work is evolving fast, new generations are now dominating the workforce and we are all being asked to be more innovative, more agile, more collaborative.

Navigating the era of transformation requires asking better questions every step of the way, from strategy to execution.

Is it possible to improve the execution of your strategy thanks to digital? Can AI help improve human potential?

Does IT security become a priority only after having suffered an attack?

We believe the best questions come from the best connections. This means embracing a diversity of ideas and a mix of talents, backgrounds and experiences that will help you realise new perspectives and operate in a whole new way.

TAX

Our professionals offer services globally and across all tax areas to help you thrive in this era of rapid transformation.

We combine the skills of our people with those of the most advanced technological platforms.

We offer our services in the areas of corporate tax, international tax, transaction and tax matters associated with individuals, compliance and reporting issues.

PEOPLE ADVISORY SERVICES

Changing skills or the way of working?

In the face of the disruptive forces that are changing the world of work, businesses need to become far more adaptable to rapid change - and they need their people to be flexible and agile as a result.

EY People Advisory Services professionals can help you place your people as part of an integrated business strategy. This can translate into a competitive advantage by helping you find the right people with the necessary skills.

Organisation and Governance

The Service Line
Leader of EY in Italy

ASSURANCE



Massimiliano Vercellotti
EY Italy Assurance leader

CONSULTING



Paolo Lobetti Bodoni
Consulting Market Leader

STRATEGY AND TRANSACTIONS



Marco Daviddi
Strategy & Transactions Markets Leader
Europe West, EY Strategy & Transactions
Leader Italy

TAX & LAW



Stefania Radoccia
EY Italy, Managing Partner Tax & Law
and Mediterranean Regional Accounts
leader

PEOPLE AND WORKFORCE



Andrea D'Acunto
People Advisory Services Leader

FINANCIAL SERVICES (FSO)



Massimiliano Bonfiglio
EY Italy Financial Services Assurance
Leader



Nicola Panarelli
EY Italy Financial Services Consulting
Leader



Erberto Viazzo
EY Italy Financial Services Strategy
and Transactions Leader



Marco Ragusa
EY Italy Financial Services Tax Leader

Organisation and Governance

The Chairs of the legal entities of the EY Italia network

EY S.p.A.



Stefania Boschetti
EY Italy Assurance leader

EY Advisory S.p.A.



Stefano Battista
EY Italy Managing Partner, Financial Services

Ernst & Young Business School S.r.l.



Claudia Stella Giambanco
Partner/Principal TAX, People Advisory Services

EY Foundation Onlus



Riccardo Paternò
Administrative Contractor
CBS, Executive Management, Country Management

Global Shared Services S.r.l.



Barbara Jesari
Partner/Principal Consulting, Business Consulting, Technology Risk, Risk Advisory Services Leader-Italy

Tax Law Firm



Marco Magenta
Partner/Principal TAX, Intl Tax and Tran Svcs (ITTS), ITTS Standard

EY Business & Technology Solution S.r.l.



Nicola Panarelli
EY Italy Financial Services Consulting Leader

EY Teorema Engineering S.r.l.



Donato Ferri
Managing Partner EY Consulting Europe West

EY IFI Security s.r.l



Massimiliano Vercellotti
Partner/Principal Assurance

EY Engineering and Technical Services S.r.l.



Marco Daviddi
Strategy & Transactions Markets Leader Europe West, EY Strategy & Transactions Leader Italy

The correctness of internal behaviours

Internal conduct, i.e. the conduct of EY people, must comply with all applicable regulatory references, including those relating to anti-corruption and the protection of the data managed. On these topics, EY has formalised and regularly updated procedures. EY's Global Anti-Corruption Policy identifies reporting responsibilities if a bribery incident is discovered.

Furthermore, each legal entity of the EY Italia network has an Organisation, Management and Control Model pursuant to Legislative Decree no. 231/2001 (MOG) approved by the Board of Directors of the respective legal entities.

The MOG is aimed at preventing the commission of crimes, identifies the activities most at risk, i.e. those activities during which crimes could be committed, underlines the obligation to comply with the law and provides, at the same time, a broad exemplification of cases that could represent a corruptive activity.

EY's global policy for the protection of personal data complies with the relevant regulations applicable to individuals who acquire or hold such data and adopts a proactive approach to information security, enabled by technologies and processes aimed at minimising the risk of attacks. A dedicated group of internal and external IT specialists monitor and defend the systems used to manage data.

To ensure that all EY procedures on correct conduct are brought to the attention of all the people in the network, regular information and training initiatives are organised.

Furthermore, internal audits are periodically carried out to monitor the level of compliance of behaviour with the indications provided. The results of these checks are examined by the competent company structures, which, where there are opportunities for improvement, plan consequent actions, monitoring their effective implementation and effectiveness, thus closing a virtuous cycle which allows EY to continuously improve.





A culture of integrity

It is our belief that no client of ours is more important than our professional reputation - than the reputation of the EY Italia network and the reputation of each of our professionals.

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

Global Code of Conduct

The [Global Code of Conduct](#) provides a clear set of principles that guide our actions and professional conduct, and which must be followed by all EY people. The Global Code of Conduct is divided into five categories:

- ▶ working with each other;
- ▶ working with clients and others;
- ▶ acting with professional integrity;
- ▶ maintaining objectivity and independence;
- ▶ protecting data, information and intellectual capital.

Through monitoring compliance with the Global Code of Conduct and frequent reporting, we work to create an environment that encourages all personnel to act responsibly, even when reporting misconduct, without fear of retaliation.

By delivering on the promises of our Code, we protect and enhance EY's reputation and play a key role in building a better world of work for our people, our customers and our communities.

The six guiding principles

In addition to applying the global Code of Conduct, the EY Italia network applies 6 guiding principles designed to guide daily behaviour.

These principles were identified in 2018 by the Leadership Team and the Partners to then be defined and discussed through a participatory process with all the people in the network who operate in Italy through a road show that touched various Italian cities (People of EY).

This internal dialogue has given way to a transformational path in which people grow as professionals, managers and leaders, with the ambition of helping customers achieve maximum sustainable development, generate confidence in the future and create value for themselves and the community.



Passion to lead

We have the ambition to become the benchmark



Respect, Integrity & Transparency

We are coherent and correct with everyone



Agile Innovation

We innovate quickly, we are timely and we anticipate needs.



Generations' legacy

We build the future with our people, we encourage personal and professional growth.



Quality

We guarantee the best, we build solutions with our customers that exceed their expectations



Teaming & Collaboration

We act in synergy, create opportunities and channel everyone's energies towards new successes,

Independence

EY's Global Independence Policy requires us to comply with the principles of independence applicable to the specific engagement, including, for example, the IESBA Code of Ethics.

We consider and evaluate independence with reference to various aspects, including: financial relationships and those with our personnel; employment and self-employment relationships; business relationships; the eligibility of services provided to audit clients; rotation of partners and firm; agreements to define fees; prior approval from relevant client governance bodies, where applicable; and partner remuneration.

Various application tools and procedures have been developed at EYG level to support our Company, our professionals and collaborators in responding to the independence rules.

EY Global Independence Policy

EY's Global Independence Policy contains independence rules for member firms, professionals and staff. This is a rigorous policy, set out in the IESBA Code of Independence, integrated with more restrictive requirements in countries where it is required by local legislation, supervisory authorities or other professional bodies. EY's Global Independence Policy also contains guidance designed to help you understand and apply the independence rules. The EY Global Independence Policy is readily accessible and searchable on the EY intranet.

Global Monitoring System (GMS)

Failure to comply with independence requirements is factored into decisions regarding career advancement and remuneration and may lead to other disciplinary measures, including dismissal from EY

Global Independence System (GIS)

The GIS is a tool accessible from the company intranet that helps our personnel in identifying the companies to which the rules of independence and the restrictions concerning each of them apply. Many cases concern listed companies and their subsidiaries, parent companies or companies subject to joint control, but there may also be other types of customers. The tool includes data on the corporate structure of our clients' public interest groups and is periodically updated by the individual audit teams. Customer data includes annotations indicating the independence rules applicable to the Public Interest Entity, in order to assist teams in identifying the types of services that can be provided to these customers.

Global Monitoring System (GMS)

The GMS is another important global tool that assists in the identification of “prohibited” securities and other prohibited financial investments. Professionals, starting at the manager level, are required to declare information on all securities held by themselves or close family members in the GMS. When a “prohibited” security is entered or if a security they hold becomes “prohibited,” traders are notified and are required to divest the security. Identified regulatory violations are reported in an independence incident reporting system for regulatory purposes. The GMS also facilitates obtaining annual and quarterly confirmation of compliance with EY's independence procedures.

Compliance with the rules of independence

EY has established a number of processes and programmes to monitor compliance with the independence requirements of EY professionals and member firms.



Confirmations of independence

The legal entities of the EY Italia network participate in a process at the Region level which involves the annual confirmation of compliance with the EY Global Independence Policy and the reporting of any identified deviations. All EY professional personnel and certain other figures, taking into account the roles covered and the functions performed, must annually confirm compliance with the independence policies and procedures; partners and professionals from the manager level are required to do this on a quarterly basis.

Independence compliance reviews

EY carries out internal audits to assess the compliance of member firms with respect to different situations of independence. These checks include compliance aspects of non-audit services, business relationships with our statutory audit firms and member firm financial reports.

Personal independence compliance testing

On an annual basis, the EY Global Independence team establishes a programme of compliance checks on personal confirmations of independence relating to information contained in the GMS.

Services other than audit

EY monitors compliance with professional standards, laws and regulations governing the provision of non-audit services to statutory audit clients through a variety of mechanisms. These include the use of PACE and the Service Offering Reference Tool (SORT) - described below - training, the use of mandatory tools and procedures to be completed when performing audit work as well as internal verification processes. In addition, there is also a process for reviewing and approving certain non-preview services in advance of engagement acceptance.

Global independence learning

EY develops and makes available a variety of independence training programmes. All EY professionals and certain other employees are required to participate in the annual independence training programme to ensure that independence is maintained from the firms that have engaged EY member firms to audit. The annual independence training programme covers independence rules, especially with reference to recent policy changes as well as recurring or important topics. Timely completion of the annual independence training is mandatory and is closely monitored. In addition to the annual training programme on independence, there are numerous other training moments dedicated to the topic, included in other training courses, for example, courses for new hires and basic and milestone training programmes for the various service lines.

Service Offering Reference Tool (SORT)

Our portfolio of services is evaluated and monitored on an ongoing basis, in order to ascertain that they are permitted by legal regulations and professional standards and that they use the right methodologies, processes and procedures already in the development phase of new offerings service. We discontinue or reduce the scope of services that may present inappropriate independence or other risks. SORT provides EY staff with information about our services. It includes guidance on the different types of services that may be provided to audit clients or other clients, independence issues and other risk management aspects and considerations.

Business Relationship Evaluation Tool (BRET)

In many situations our staff are required to use the BRET in order to evaluate and obtain prior approval for a potential business relationship with an audit client, thereby supporting our compliance with independence requirements.

The internal control committees and statutory audit and oversight of independence

We recognise the important role of the internal control and audit committee for Public Interest Entities in overseeing auditor independence. An independent and appropriately empowered internal control committee plays a vital role on behalf of the shareholders, in order to safeguard the independence of the auditor and prevent conflicts of interest. We are committed to maintaining regular and concrete communications with internal control committees and with those responsible for governance. With EY's audit quality control programmes, we monitor and verify compliance of committee communications with EY standards, as well as pre-approval of non-audit services, if applicable.

We aim to help EY people understand their responsibilities and to enable each of us, and our company, to be free from conflicts of interest that might be considered incompatible with the objectivity, integrity and impartiality required to serve an audit client.

The contribution of the EY Italia network to the Sustainable Development Goals

The EY network has been a partner of the Global Compact since 2009 and takes into account in its strategic assessments the Sustainable Development Goals (SDGs), defined by the United Nations as part of the 2030 Agenda.

These are 17 goals identified by the UN in 2015 to be achieved by 2030. Organisations from all over the world are invited to contribute to the achievement of these objectives through new responsible business models, investments, innovation, technological development and activation of collaborations.

- The EY Italia network directs the actions of the Sustainability plan to contribute to the achievement of some of the 17 SDGs, specifically:
- ▶ ending all forms of poverty in the world (SDG 1) with the actions implemented by the network through the EY Foundation and EY ripples;
 - ▶ ensuring health and well-being for all at all ages (SDG 3); in addition to the previous activities there is an extensive wellbeing programme for EY people;
 - ▶ providing inclusive and equitable quality education and learning opportunities for all (SDG 4), in addition to the activities of the EY Foundations there is a training plan for all EY people;
 - ▶ achieving gender equality and empower all women and girls (SDG 5); with specific projects of inclusion and women's empowerment, and actions to promote, hire, train women leaders guaranteeing equal pay and working conditions;
 - ▶ promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (SDG 8); with specific projects promoted in collaboration with the EY Foundation.
 - ▶ Reducing inequalities (SDG 10); in partnership with the EY Foundation
 - ▶ Ensuring sustainable consumption and production patterns (SDG 12), conserving and sustainably using the oceans, seas and marine resources for sustainable development (SDG 14) and protecting, restoring and promoting the sustainable use of the earth's ecosystem (SGD 15) in partnership with Legambiente.
 - ▶ Strengthening the means of implementation of the objectives and renew the global partnership for sustainable development (SDG 17): to achieve ambitious goals, one cannot operate alone, which is why EY collaborates with suppliers, customers and all its stakeholders to build a better world.



For further information, please refer to the section “Support for the UNGC Ten Principles and the UN Sustainable Development Goals” on page 65.

04

The country of the future

Our way of making Italy more sustainable

Creating value in the long term for the company

EY is committed to building trust in the capital markets and having a positive impact on communities and the planet.





Creating value in the long term for the company

This chapter, the country of the future, intends to describe and provide our stakeholders and anyone interested with the actions and objectives achieved by the EY Italia network in FY22 with regard to support activities for the communities in which we operate and environmental protection.

Businesses today have a responsibility for transformative leadership that drives the transition to more sustainable models of society. The first actors of a change are individuals and for this reason at EY we raise awareness of our people on social and environmental issues so that they are more responsible citizens, and we give them the opportunity to offer their support for the benefit of the communities in which we operate through volunteering Expertise: a series of projects that go by the name of **EY Ripples** to use our skills, talents and experience to strengthen our communities by addressing some of the greatest social challenges of our time.

With the aim of contributing to the transformation of Italy into a more sustainable country, at EY we are committed to reducing our greenhouse gas emissions, a priority objective for EY globally. In fact, although the nature of EY's activities does not significantly affect other industrial sectors in terms of emissions of pollutants (we are a consultancy firm and we have no production plants), EY has expressed its commitment towards these objectives by becoming Carbon negative globally as early as 2021 and **with the ambition to become net zero by 2025.**

For EY, reducing emissions means paying attention to the mobility of its people, the performance of the buildings that house the offices, the supply of energy from renewable sources, but also and above all the involvement of people so that they are ambassadors of this message even outside the agency.

It should also be underlined the commitment of EY worldwide in the participation and promotion of initiatives that bring together organisations with the same objectives. Globally, EY participates in the various multistakeholder groups on sustainability issues contributing to the Work on metrics and reporting with the World Economic Forum International Business Council and in the creation and leadership of the S30 Forum, participating in the Alliance of CEO Climate Leaders and working with UN Global Compact (Ernst and Young | UN Global Compact) and the World Business Council for Sustainable Development. In Italy, EY has signed the *Call to action for an overarching Strategy for a Sustainable Europe by 2030*.

The EY Foundation is also a member of the ASviS [Italian Alliance for Sustainable Development].

EY co-founded the [S30 forum](#), which unites 30 of the world's top Chief Sustainability Officers, with the mission of "accelerating the corporate action on sustainability" and which is part of the [Sustainable Markets Initiative](#) (SMI) of His Royal Highness Prince Charles.

Local communities, relationship with the region

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

EY Ripples is EY's global volunteer programme that allows EY people to "donate their skills" by offering the talent, experience and, indeed, the skills to meet the most demanding social and environmental challenges.

EY's global ambition is to positively impact the lives of 1 billion people by 2030 through EY Ripples activities.

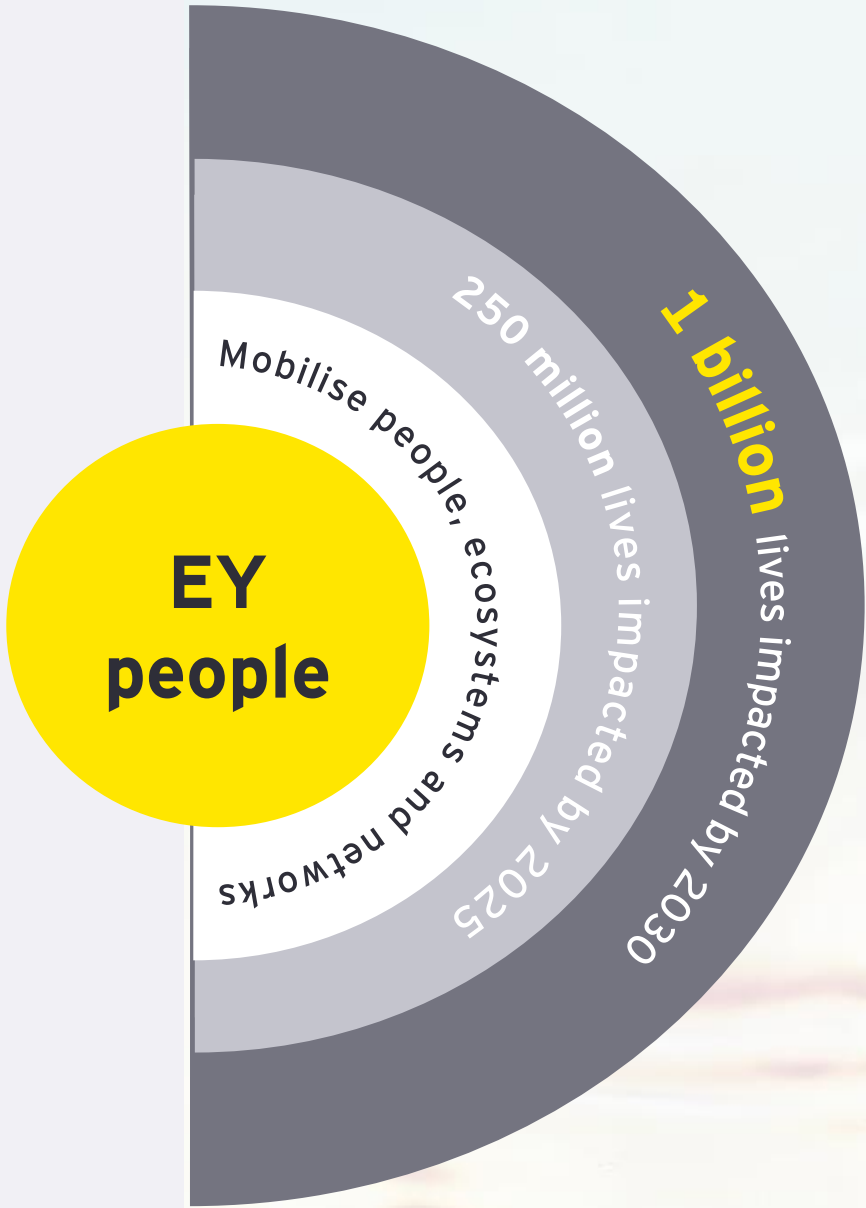
The EY Ripples programme is divided into three lines of action:

- **Supporting Next Generation.** Supporting the next generation in acquiring skills to better and successfully approach the world of work;
- **Working with Impact Entrepreneurs.** Working with impactful entrepreneurs to support innovative solutions in solving global problems;
- **Accelerating environmental sustainability.** Accelerating environmental sustainability by driving the adoption of business models that protect and regenerate the environment whilst unlocking economic opportunity.

EY Ripples is continually expanding to include new projects and initiatives, giving EY people even more opportunities to make an impact.

From 2019, when EY Ripples launched, to 2021, we have positively impacted 55 million lives worldwide.

We have again prioritised the development of virtual experiences and on-demand tools this year, providing further support to ensure that virtual delivery does not increase the effects of the digital divide.



The goals of the EY Ripples programme globally are expected to have a positive impact on

250 million lives by 2025
1 billion lives by 2030

Goals that we can only achieve by collaborating with our customers, partners, suppliers and alumni.

Since launching the programme in 2019, we have globally achieved:

70m+ lives positively impacted	6500+ initiatives supplied with the target beneficiaries	100,000+ EY registrations on the EY Ripples portal	120+ countries in which EY Ripples operates
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EY Ripples in Italy

The results of EY Ripples globally are the result of the efforts of the individual countries in which EY operates. Responsibility for the organisation and management of the [EY Foundation](#), in close coordination with the global Corporate Responsibility division of EY. EY Foundation is the operational arm for the planning and implementation of [Corporate Responsibility](#) programmes and projects of the EY network in Italy and for the planning and implementation of projects aimed at social solidarity.

The EY Foundation publishes the Mission Report every year, a document drawn up in accordance with the GRI standards which describes the activities carried out year after year and can be viewed at the following [link](#).

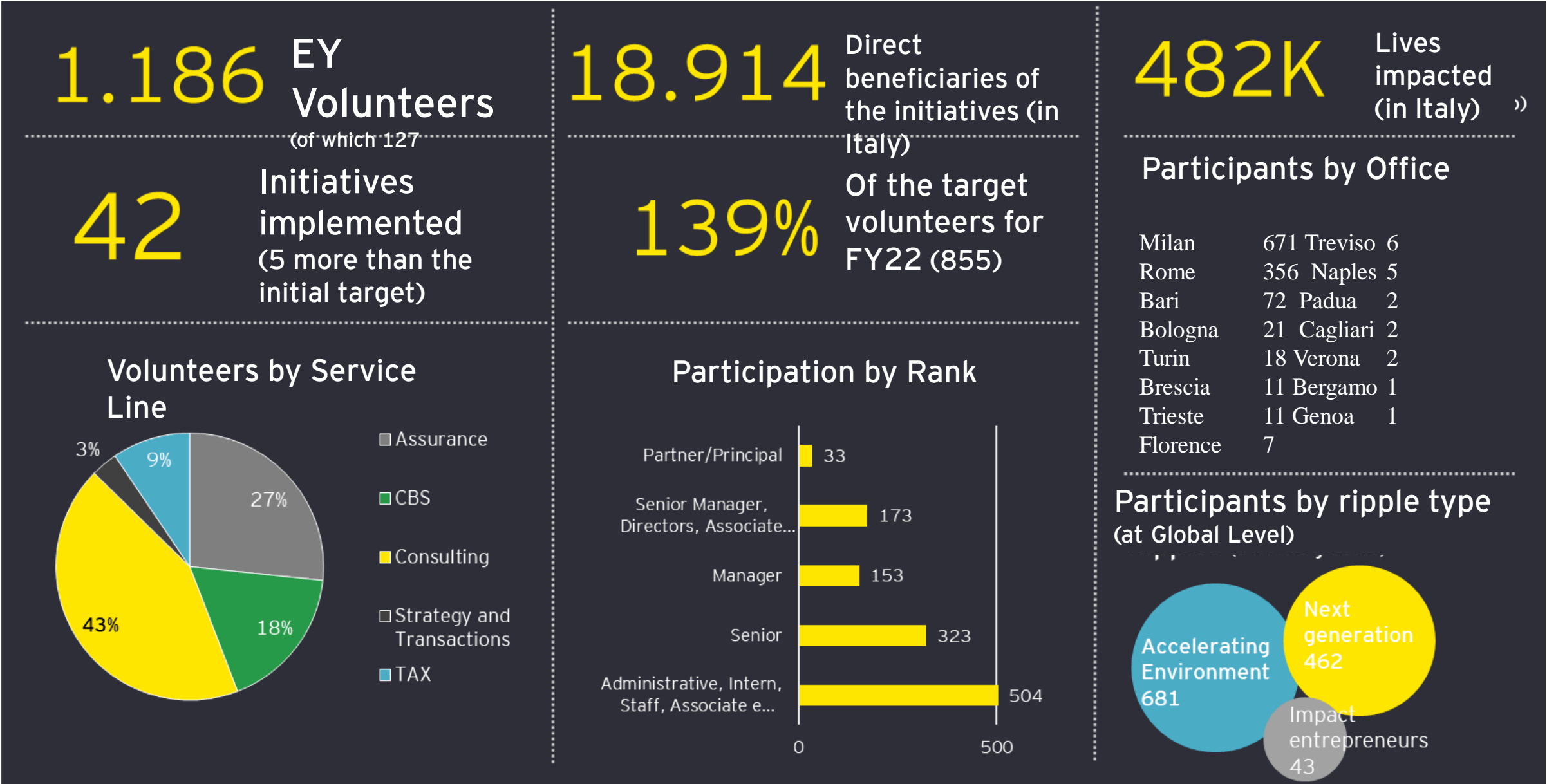
Within the sustainability plan, every year, we set ourselves the objectives of carrying out initiatives with a high social, economic and environmental impact measured in numbers of positively impacted lives through the Theory of Change methodology and the corresponding objectives of involving EY volunteers which lead them to fulfilment with the professionalism and skills that we normally make available to our customers.

The engagement target of 855 EY volunteers for FY22 was largely exceeded as indicated in the table alongside.

The following pages report the initiatives carried out in FY22, divided into the three areas and which can be further explored in the mission report of the EY Foundation which is celebrating its first 10 years of activity in FY22, at the following [link](#).

The Italian EY Ripples in numbers

FY22 overview



As part of our voluntary work, we are particularly committed to making our contribution to scientific and academic development through pro bono activities provided at universities and universities.

In FY22, 26 people from the EY Italia network participated in these activities, in line with the Plan's objective of involving at least 20 people.

EY Ripples

Supporting Next Generation

Supporting Next Generation aims to support young and disadvantaged people to develop the mindset and skills they will need to find and sustain meaningful work.

The activities carried out in FY22, listed in the table alongside, can be summarised as follows:

- ▶ Entrepreneurship education projects for high school students;
- ▶ Projects dedicated to the orientation and development of transversal skills of upper secondary school students;
- ▶ STEM education awareness programmes;
- ▶ One-to-one mentoring programmes for university students;
- ▶ Workshops, Business Games, Orientation programmes and pro-bono lectures at Universities;
- ▶ Digital literacy activities in the field of professional training for unemployed adults and support for learning the Italian language for foreigners.

Projects organised and managed by EY Foundation Onlus

Supporting Next Generation
JA & UNICEF Innovation & Creativity Camps
EY4NextGenerations Mentoring students
EY4NextGenerations Webinars for University Students
Pro-bono University Lectures in Italy
Mentoring female STEM students - YEP Young Women Empowerment Programme
Facilitate Business Game with University students
Stairway to the future - Alternanza Scuola Lavoro in EY
Judge business ideas and mini-companies in the Regional Trade Fairs of Impresa in Azione
In Campus workshops and orienting activities
Mentoring low skilled immigrant workers in learning and practising Italian language
EY Future Skills Workshop for students Emerging Technologies Rome & Bari
Support Organisation and Delivery of JA Day in the Wavespace (for JA Italy)
Basic digital literacy in the healthcare area for disadvantaged women and single mothers with AVSI
EY Future Skills Workshop for students - Diversity, Inclusion and Civic Literacy
Digital factory - webinar live
Basic digital literacy for refugees and unserved groups with AVSI
Europe West Assurance Expedition for University Students Rome
EY Future Skills Workshop for students Workforce Readiness Italy
EY Future Skills Workshop for students Environmental Literacy
EY Future Skills Workshop for students - Emerging Technologies
DIGITAL LITERACY for immigrant workers with AVSI
Board Members of organisations supporting next generation
Digital Marketing and Social media Workshop for Cultural NGOs supporting next generation
Capacity Building for JA on Sustainability Reporting
Judge business ideas and mini-companies in the Trade Fairs of Impresa in azione (semifinal)
Judge business ideas and mini-companies in the National Trade Fairs of Impresa in azione

SDG focus

4

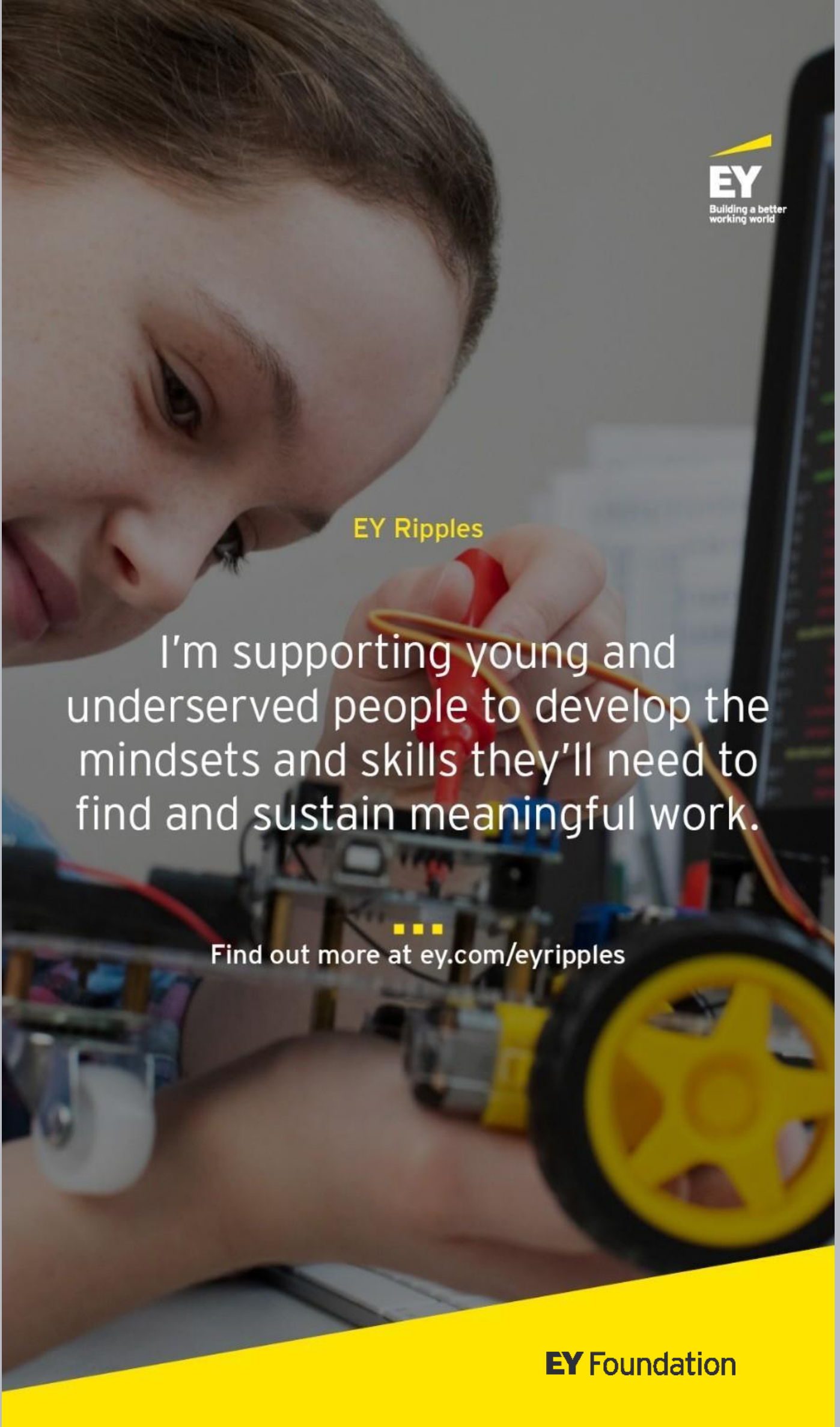
QUALITY EDUCATION

5

GENDER EQUALITY

10

REDUCED INEQUALITIES



EY Ripples

I'm supporting young and underserved people to develop the mindsets and skills they'll need to find and sustain meaningful work.

Find out more at ey.com/eyripples

EY Ripples Working with Impact Entrepreneurs

Working with Impact Entrepreneurs is the area of the EY Ripples programme which includes initiatives to support start-ups with a social and environmental impact, through pro-bono consultancy and training services, to support innovative business ideas that have a positive impact in the fields of Sustainable Development Goals.

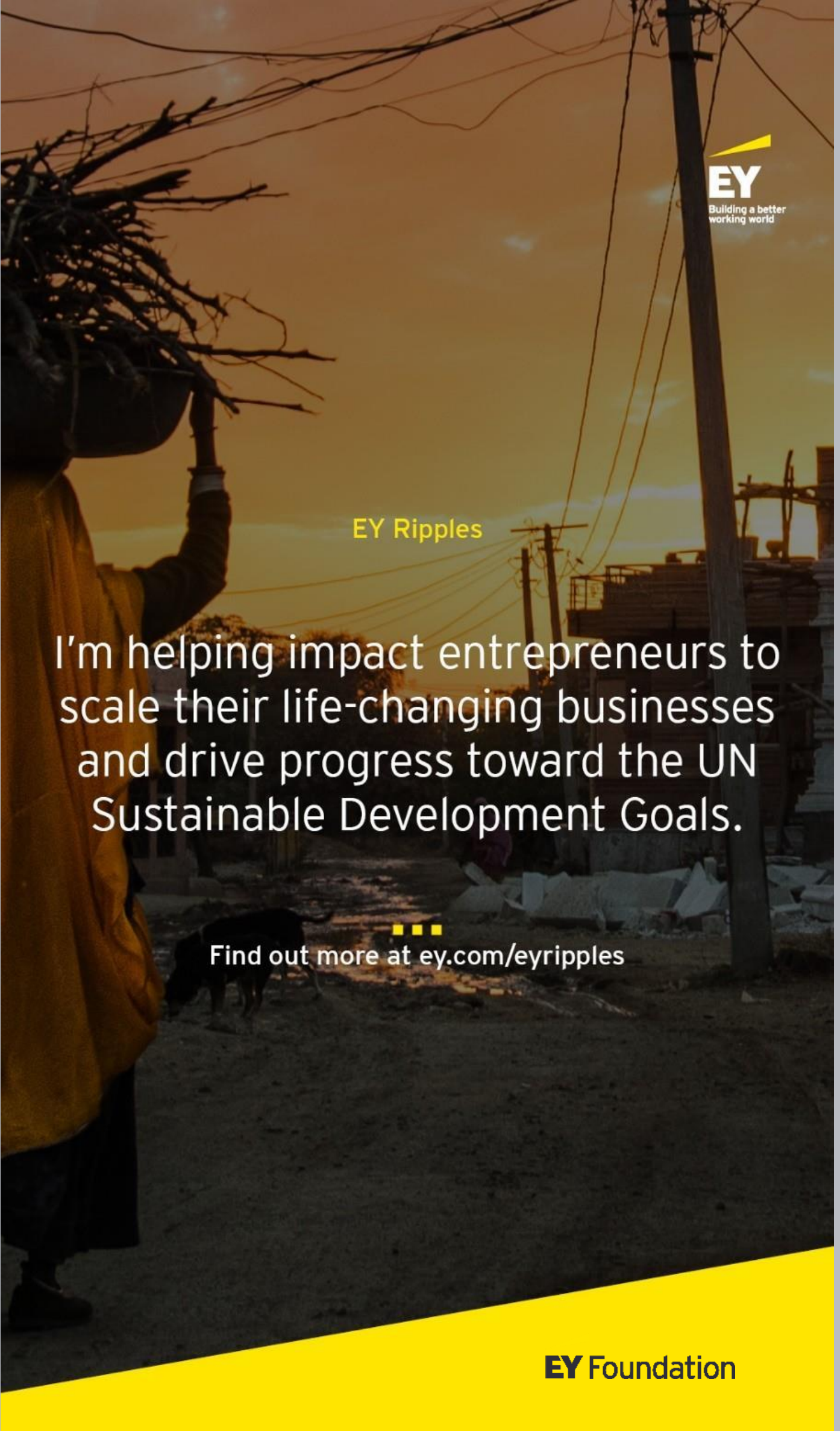
SDG focus



Projects organised and managed by EY Foundation Onlus

Working with Impact Entrepreneurs

- Support female social enterprise
- Business Clinics - Tax Management for impact start-ups
- Master Class in Innovation for social entrepreneurs
- Business Clinics - Protection of Intellectual Property for impact start-ups
- Business Clinics - Public speaking for impact start-up
- Business Clinics - Growth Hacking for impact start-ups
- Business Clinics - Sustainable business strategy for impact startups
- Business Clinics - Funding 4 Innovation
- Master Class in Leadership for social entrepreneurs



EY Ripples

I'm helping impact entrepreneurs to scale their life-changing businesses and drive progress toward the UN Sustainable Development Goals.

Find out more at ey.com/eyripples

EY Ripples

Accelerating environmental sustainability

The EY Ripples programme in the Accelerating Environmental Sustainability area has environmental sustainability as its focus, through the adoption of behaviours, technologies and business models that protect and regenerate the environment, whilst generating economic opportunities at the same time.

The activities carried out dedicated to environmental sustainability in FY22, listed in the table alongside, can be summarised as follows:

- ▶ Climate Ideation Clinics: bootcamp with university students for the conception of solutions, in the financial sector, to combat climate change
- ▶ Environmental redevelopment projects of urban green areas, beaches and river banks
- ▶ Training and awareness-raising activities aimed at small and medium-sized enterprises on sustainability issues

Projects organised and managed by EY Foundation Onlus

Accelerating environmental sustainability

- Contribute to clean up the world international campaign - ITALY
- Implement requalification actions in urban green areas | Italy
- Assurance Impact Green Week | Italy
- Sustainable Business Strategy Workshop for Made in Italy Fashion SME
- Climate Ideation Clinic - Financial sector @Bocconi
- Climate Ideation Clinic - Consumer Product @Bocconi
- Support Communication & Stakeholders strategy with ZeroSprechi Legambiente

SDG focus



EY Ripples

I'm helping drive the adoption of behaviors, technologies and business models that protect and regenerate the environment.

Find out more at ey.com/eyripples

The Social Value initiative

Amongst the initiatives launched over the years by the EY Foundation with the support of EY people, reported in their entirety in the EY Foundation's mission report (LINK), the Social Value initiative stands out, launched in FY21 to allow all EY people to propose, share and select social, environmental and cultural projects to be financed with funds from the EY Foundation, with the ambition of achieving a synthesis between employee engagement and Corporate Social Responsibility.

Four crucial themes: support for the new generations; the defence of the environment; culture, historical attention of the Foundation through its orchestra of young talents; and the Covid emergency.

The initiative was made possible thanks to the use of the EY Cognistreamer platform and the technological support of the **'EY Nextwave Innovation Med Team'** and the Cognistreamer Team.

EY Cognistreamer is a collaborative platform, where you can propose, integrate and subsequently express your preference for innovative projects, solutions and ideas.

The initiative has the same name as the Social Value 'pillar' of the EY strategy: NextWave and is another concrete example of how attentive the EY network and its People are to the requests that come from the communities in which we operate.



“ I am proud of this initiative, consistent with our NextWave strategy: EY's ambition and strategy to create long-term value for our customers, for our people and for the society in which we operate. Our strategy has enabled us to respond promptly to the challenges imposed by the covid and our purpose Building a better working world has never been more important.





Massimo Antonelli
CEO EY Italy and
COO Europe West

During the corporate event dedicated to the Social Value initiative, open to all EY personnel, the 4 projects selected and recipients of the first donation of €10,000 each from the EY Foundation were presented.

Thanks to the involvement and commitment of the people of EY and many others, through the Rete del Dono crowdfunding platform, we raised a total of €68,176.

In addition to the first donation of €52,000, the EY Foundation supplemented the collection with €63,358 for a total disbursed of €183,533.

The value distributed to the community by the EY Foundation in FY22 amounted to €476,481, of which €463,031 in donations, €12,200 in sponsorships with a social purpose and €1,250 in association contributions.

					
	Psychological support for children EY Foundation Onlus (NPO)	Gli Amici di Nanà – La Collina EY Foundation Onlus (NPO)	Children of the Danube Onlus (NPO)	Casa Famiglia Refuge LGBT EY Foundation Onlus (NPO)	Total donation
Donation by EY Foundation	€10,000	€10,000	€10,000	€10,000	€40,000
Figure collected on Retedeldono	€22,250	€22,143	€20,424	€3,358	€68,176
Financial supplement by EY Foundation	€20,000	€20,000	€20,000	€3,358	€63,358
Total by project	€52,250	€52,143	€50,424	€16,715	€171,533
A further 6 projects funded by EY Foundation*					€12,000
Total Social Value					€183,533

*Name of Projects and non-profit: INTperKIDS - Associazione Bianca Garavaglia ODV, Un ospedale senza raggi-x FONDAZIONE BUZZI ONLUS, Mus-e Italia Onlus / ETS, 'nDonnamo? Green light for women Global Shapers Rome Hub APS, Renewable Energy Innovation New Energies for Tomorrow, Palliative Care ASSOCIAZIONE MARUZZA LOMBARDIA Odv.

Climate change and environmental sustainability

Tackling sustainability challenges, together

Sustainability is one of the themes that define our generation. It is also a unique innovation opportunity to create long-term value - financial, consumer, human and social - for all stakeholders. EY's global ecosystem of more than 365,000 people working across service lines, geographies, industries and alliances are working to address today's sustainability challenges both for EY clients and within our global organisation.

When Steve Varley, EY's first global vice president - Sustainability, was appointed to accelerate EY's role in helping lead a more sustainable future, EY announced its ambitions to be carbon neutral by the end of 2020, carbon negative in 2021 and net zero in 2025. We have achieved our [goal for 2020 to be carbon neutral](#) as well as the [goal to be carbon negative in 2021](#), removing and offsetting global emissions. In order to work towards net zero by 2025 - eliminating all avoidable emissions and removing the rest - we have collaborated with [the Science Based Target initiative](#) to develop and validate a science-based target in order to reduce EY's total emissions by 40% worldwide.

This is in line with the most ambitious goal of the Paris Agreement: to limit the global temperature increase to 1.5 °C above pre-industrial levels. The actions implemented at the Italian level to contribute to the achievement of the global objective are described in the following paragraphs.

EY's ambition: to become net zero on a global level by 2025



Discover the seven actions of the EY carbon ambition on a global level.

[More information](#)

Towards increasingly green mobility

The reduction in air travel

We have set ourselves the target of reducing CO2 emissions from air travel by EY people by 18% compared with FY19 (pre-Covid) in FY22. One of the main actions of the FY22 sustainability plan was therefore to raise awareness among EY people in order to reduce CO2 emissions due to travel for work.

We have updated the EY Travel Policy Italy with a view to “Responsibility and Sustainability”, in order to raise awareness among EY people on the issue of reducing CO2 emissions. inviting each traveller to always choose the solution (journey, food, accommodation) that allows to minimise emissions, according to some key principles:

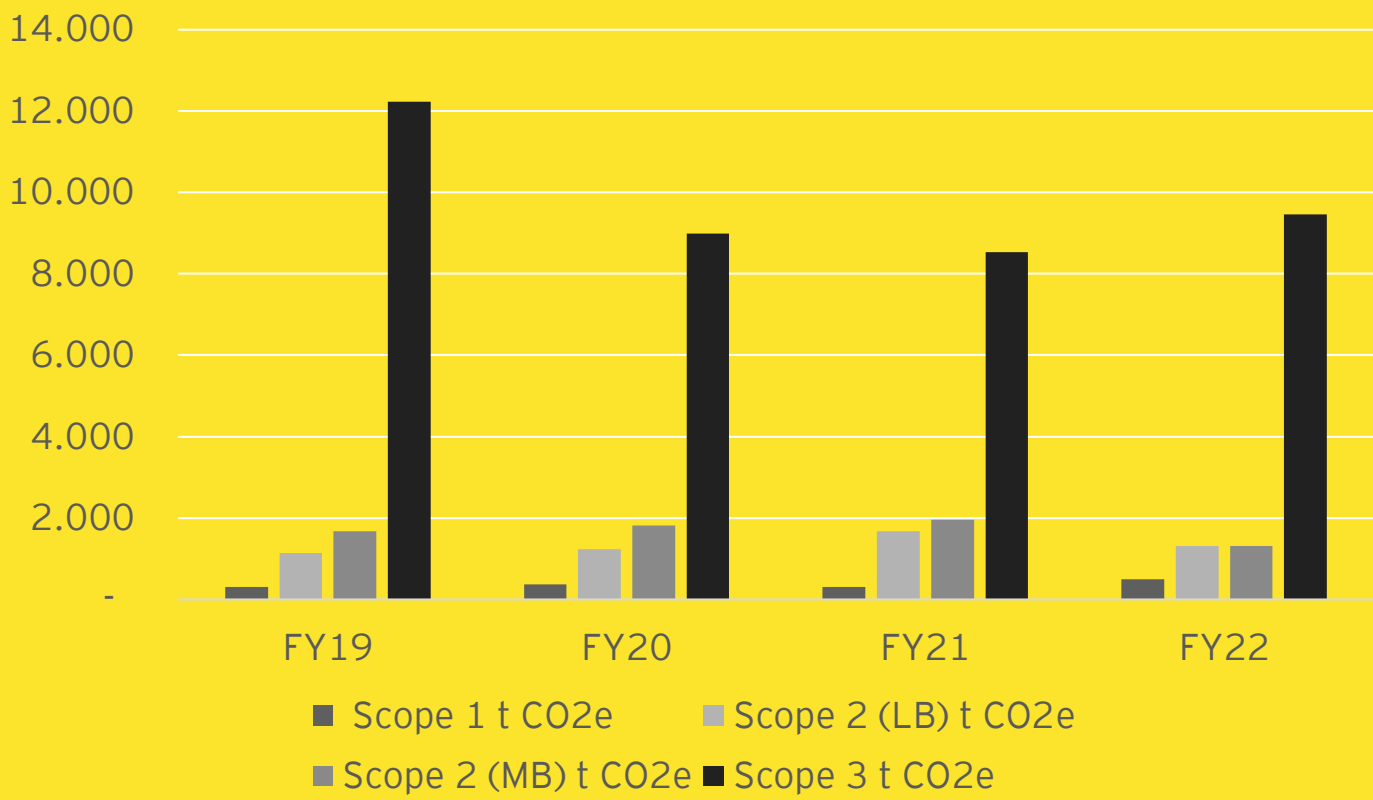
- ▶ ensuring that the business trip cannot be replaced by a conference call or video conference;
- ▶ carefully considering the number of team members who must travel to a specific destination at the same time;
- ▶ avoiding, if possible, same day trips (i.e., with return trips on the same day) due to the use of technologies that support remote communication;
- ▶ making sure that any trips repeated during the week cannot be merged into a single trip in order to reduce the frequency of trips;
- ▶ avoiding, if possible, stop-overs for direct flights;
- ▶ favouring the use of the railway vehicle where the stretch to be travelled is covered by the high-speed connection.

To this end, some RPA (Robotic Process Automation) technological processes are active in Italy which automatically send notifications to travellers, for example:

- ▶ *Same Day Trip chaser*: notification sent to those who book a return trip by plane during the day;
- ▶ *Multiple Traveller on One Flight Policy Controller*: sent in case of multiple bookings on the same flight;
- ▶ *Rail vs. Air alert* (coming soon): notification sent to those who book an air ticket on a route where there is a high-speed railway route.

The EY Italia network has undertaken to contribute to achieving net zero by reducing emissions due to business travel by air by 35% by FY25, using FY19 as a baseline.

We calculate and monitor our Scope 1, Scope 2 and Scope 3 emissions, of which we report the overall trend of the EY Italia network:



In addition, EY is ISO 14064 Carbon footprint certified.

Towards increasingly green mobility

Conversion of the car fleet into hybrid and electric models launched

The new car list of the EY Italia network, published in October 2021, marks a decisive moment towards the reduction of CO2 emissions.

In fact, the decision to include only full electric and full and plug in hybrid cars will allow for -75% CO2 emissions compared to the average emissions of the previous company cars, thus helping us to achieve our target of being net zero by 2025.

The target is to have a fully electric fleet by FY25.

36

Number of **hybrid cars** included in the car list in FY22

23

Number of **electric cars** included in the car list in FY22

Home-Work Commuting Plans (PSCL)

The management of company mobility is decisive for the development of a company in the area: it has social, environmental and economic implications, and above all allows the development of strategies to improve the accessibility of company offices and optimise the costs and times of home-work travel and work-work of its human resources. To this end, the EY Italia network has appointed a Mobility Manager and developed Home-Work Mobility Plans for the Milan and Rome offices, in order to understand the travel habits of the target corporate population and identify, manage and promote potential solutions for reduce private mobility, promoting the growth of the use of sustainable means of transport with low environmental impact.

The objective of the sustainability plan is to continue to commit ourselves to this process by extending the perimeter of the PSCLs to the other Italian cities in which the EY Italia network operates and completing the perimeter by 2025.

The sustainability of the EY offices

Further action towards the net zero objective is the reduction of emissions from the offices of the EY Italia network through the use of electricity quotas from renewable sources, with the aim of using 100% energy from renewable sources by FY25 in all the Italian offices, and the reduction of the density of people (m2/person) in the offices.

In FY22, we carried out an analysis of energy supplies and carried out a series of transfers to purchase energy from renewable sources. Once the transfers have been finalised, let us indicate that from February 2022 98% of the energy purchased will be produced from renewable sources. In FY23 we will undertake to verify the possibility of completing the transition including also the remaining 2%, represented by 5 smaller offices.

Furthermore, since the EY offices in Italy are not owned, a further goal for 2025 is to raise awareness among the property owners of the Rome and Milan offices to adopt the Science Based Target (or similar) system for carbon footprint certification over time.

At a global level, we also want to have continuous monitoring of the consumption/production metrics of carbon dioxide, water and waste, in order to monitor and reduce the environmental impact. In FY22, we implemented a global data management system to further drive consistency, accuracy and controls in the collection, reporting and monitoring of environmental metrics.

Being able to choose the buildings in which to have its offices, EY is moving towards LEED (Leadership in Energy and Environmental Design) certified high-efficiency buildings.

LEED is the world's most widely used green building rating system that takes sustainability of the site into consideration,

as well as energy savings, water efficiency, CO2 reductions and indoor environment. In Italy, the main EY buildings located in Milan and Rome are classified as LEED Gold.

The office locations have been designed to accommodate only a part of the corporate population, considering the vast application of smart working and visits to customers as increasingly common practices, and resulting in a lower occupancy rate and, consequently, an important improvement performance in terms of consumption per FTE.

Also in FY22 we reduced the density of our offices (m2/person) from 7.62 in the previous fiscal year to 6.14. This means that, by increasing our head count and reducing the perimeter of our properties, we have saved approximately 10,900 m2 of additional space and related emissions.

By 2025, all EY offices in Italy will work with

100%
energy from renewable sources.



We raise awareness amongst people on the environmental impact to promote virtuous behaviour from a circular economy perspective

With the "#BetterWorld" initiatives, as part of a broader agreement with Legambiente, the EY Italia network is committed to eliminating the use of plastic in offices and for the enhancement and conservation of the national territory. Since the beginning of the #Betterworld project in 2019, recycled aluminium water bottles have been distributed to all employees and water dispensers have been installed in the offices. Thanks to the water bottles and dispensers, EY in Italy has managed to avoid the use of about 340,000 bottles and 300,000 plastic cups a year. EY in Italy has also eliminated plastic from meeting rooms and vending machines, dispensing only compostable cups and biodegradable plastic stirrers and has raised awareness among its stationery and catering suppliers to support the environment.

EY's commitment to disseminating sustainable development issues begins with the onboarding of its resources. In fact, starting from 2019, 100% of new hires, during the onboarding phase, are made aware of these areas, receiving information and an introduction to the context and contents of the 2030 Agenda and the Sustainable Development Goals (SDGs) in relation to corporate responsibility, developed precisely on the basis of and in alignment with the Sustainable Development Goals.

Continuous training of people, so-called continuous learning, is the central pillar of EY's learning strategy. The training offer of EY, available to the entire population of the network, includes courses related to sustainable topics such as inclusion and gender equality (SDGs 5 and 10), health and wellbeing and innovation (SDGs 3 and 9), climate change and energy clean (SDGs 7, 12 and 13). To be highlighted within the training offer is the EY Badge Climate Change and Sustainability.

Furthermore, the EY Italia network offers all its collaborators the opportunity to participate in urban and environmental redevelopment initiatives through EY Ripples, EY's voluntary initiatives at a global level as described above.

Offsetting of emissions

In order to become a carbon negative organisation, EY has globally invested in a portfolio of carbon offset projects with South Pole, including CO2 removal projects. South Pole is a leading project developer and global climate solution provider. The portfolio includes numerous projects around the world that offset or remove carbon dioxide through reforestation, regenerative agriculture, biochar and forest conservation. In addition to the nature-based offset and removal projects, EY also signed an MOU for the future direct air capture (DAC) levy from a pioneering new project under development. EY will continue to invest in a diversified carbon reduction portfolio and support innovative emissions reduction and removal projects to help support the development of climate technologies needed to meet global climate goals.

EY Global Environmental Statement

EY is committed to building a better working world that creates sustainable and inclusive economic growth. We recognise that our responsibility to minimise the environmental impact of EY's business operations extends to EY's people and customers and the wider communities in which we all live.

EY is a proud participant in the United Nations Global Compact (UNGC) and our environmental strategy has been designed in line with the UNGC environmental principles.

We are acting on a national and global basis because we recognise the opportunities and challenges that environmental sustainability poses to the communities in which we operate. Around the world, EY and all EY people are committed to the [EY Global Environmental Statement](#), which aligns with our purpose and core values.

05

The company of the future *Our way of working*

Creating value in the long term for Customers

EY teams help clients grow, optimise and protect value. To do so we bring together service lines, sector knowledge, data, technology, and our ecosystem to bring all of EY's capabilities to meet clients' diverse needs.





Creating value in the long term for Customers

The company of the future must know how to seize every change and turn it into an opportunity. Smart working is a key element of this transformation for every company oriented towards the future and the well-being of its employees without compromising the quality of the services offered.

Our smart working policies have allowed EY people to carry out their work flexibly and more satisfactorily: in FY22 more than 50% of the EY population in Italy was able to freely plan where and how to carry out their work working activity, combining professional commitments with personal needs and at the same time reducing the environmental impact of the EY network in Italy linked to travel and home-work transfers.

The company of the future helps its customers to grow, improve and protect their value. In order to do this, on the one hand EY offers the best skills to respond to the different needs of its customers, on the other it operates in compliance with principles and policies that guarantee high-quality work through an integrity and socially responsible conduct.

We want to offer our stakeholders visibility on our work by adopting transparent governance, which allows anyone interested to know the policies that guide our activities and the principles that inspire us.

It is a duty towards our customers to in turn ensure the sustainability of our suppliers for which we have specific objectives relating to our supply chain and the third parties with whom we collaborate.

Furthermore, to ensure the goodness and effectiveness of our processes and guarantee high quality standards for our customers, the EY Italia network has obtained multiple certifications in the field of sustainability and has structured a plan to extend its perimeter.

The rapid obsolescence of skills linked to the speed of evolution of the markets makes continuous updating of our professionals essential, so that they can support our customers in facing the challenges of their markets and help them anticipate them, always operating in compliance with the principles of responsibility, sustainability and inclusive growth that we embed in our operations and across the value chain to achieve the highest standards of ethics in business.

To offer the national system and our customers cutting-edge and innovative services, we are committed to training our professions through continuous learning (as described in the next chapter "The people of the future") and to support and develop research by collaborating in partnership and alongside our customers and the best universities in research and development activities and to support young talents through the provision of scholarships, research grants, degree awards.

See the details of what is summarised here in the following pages.

Flexible and agile work

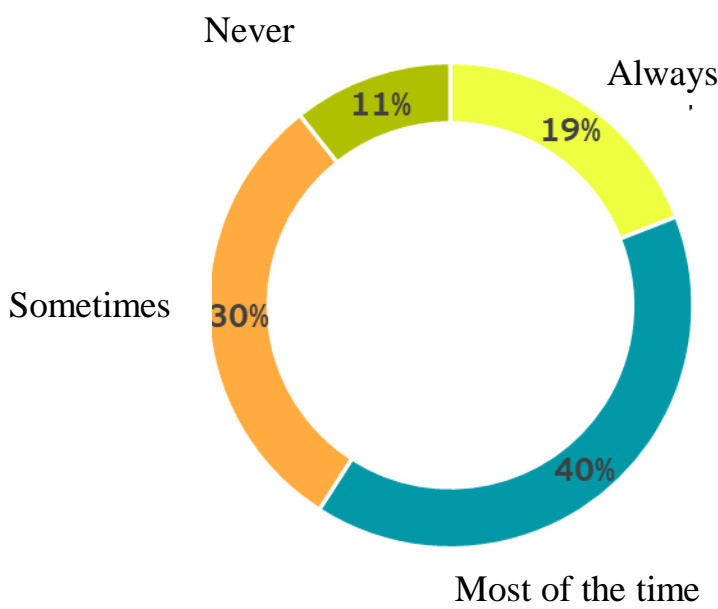
Flexibility in the approach to work, also known as "agile work" or "smart working", both in terms of methodology and in terms of the execution of work activities, has been part of the managerial culture of EY for many years now. For EY, smart working means optimising company results through independence, employee empowerment and greater flexibility in terms of working hours and location identification. Both the smart working policy and the [EY Manifesto](#) go in the direction of maximum flexibility, combined with trust, delegation, empowerment and accountability.

For FY22, having already adopted the smart working policy before Covid, we set ourselves the goal of giving all EY people the opportunity to freely plan the place where they carry out their work based on the customer's corporate and personal needs.

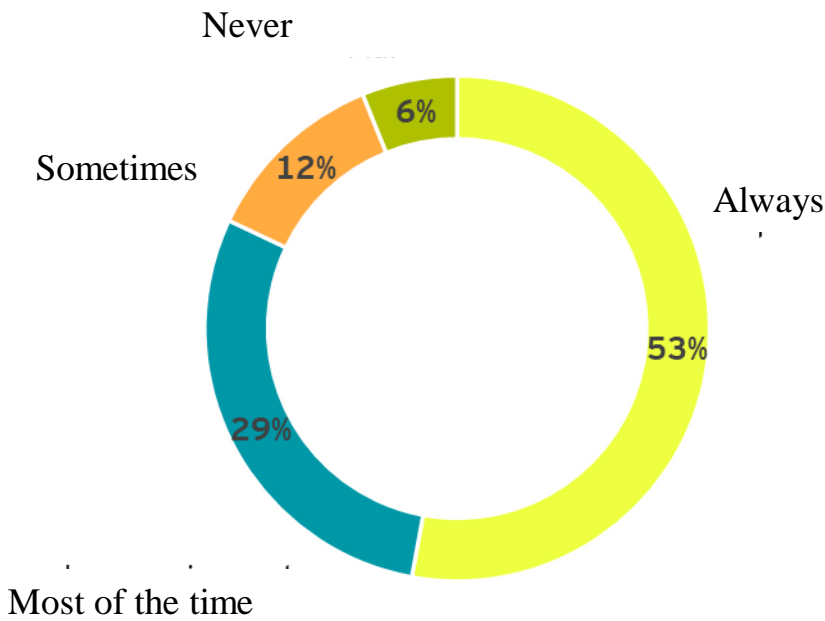
As part of the listening and co-design approach that characterises our organisation, we asked the professionals of the EY Italia network for feedback on the Future of Work and on their own EY Employee Experience.

The results of the survey, shown on the right, demonstrate that more than 50% of the EY population has the possibility to freely plan the place in which to carry out their work every year.

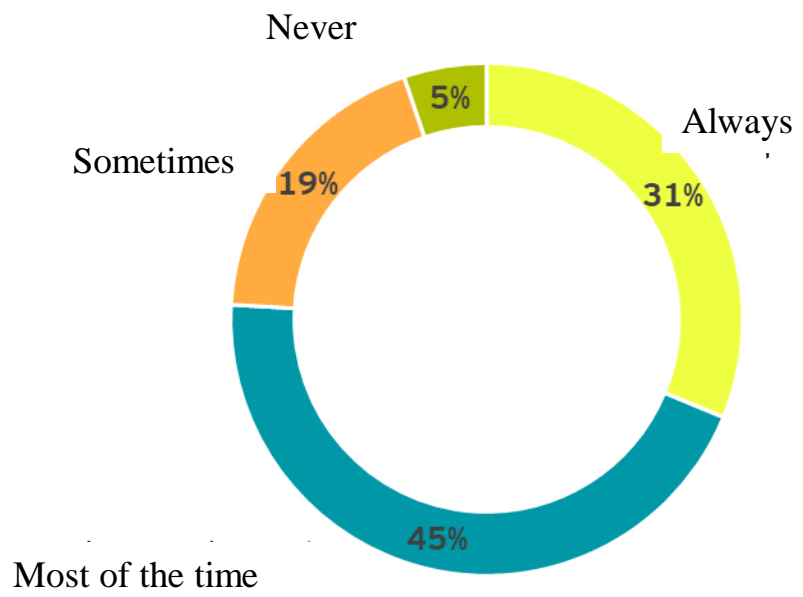
Possibility of freely planning the
1 timings within which the work activities are to be carried out



Possibility of freely planning the **place** where the work activities are to be carried out



Possibility of freely planning the **way** (work tools and organisation) in which the work activities are to be carried out



New life in the office, new work everywhere

EYManifesto

1

Flexibility is our standard way of working and there is no turning back! This is our **vision of the future**: EY is what you do and how you work. We have the **right tools** to manage flexibility, both from a technical and management point of view, keeping sustainability as a founding pillar.

2

Offering value to clients is our priority. In order to deliver the best customer experience we need to be agile and work in the smartest way possible, being present at clients' sites when and where it means we bring added value.

3

Safety is crucial, so is role modeling. At every level, starting with both leadership and the partnership, we need to be role models by respecting security protocols and making everybody feel safe. The more familiar we are with our EY spaces, the more equipped and ready we will be to get back to our clients' spaces as well.

4

Our office is going to be a **hub and accelerator of teaming, collaboration and connecting**. Focus is on enriching live experiences, knowledge sharing and network building. Let's focus on **sense making** and on the specific meaning of reconnecting physically. Knowledge sharing, co-design activities, project onboarding, handovers and year-end reviews are just a few examples of how we can add value to a physical presence.

5

Behavior and **culture** are key enablers and we need to live our work through values and ethics, while respecting work-life balance and the right to disconnect. To innovate means moving forward and rolling back and making mistakes, too. Be ready to **accelerate** whenever possible. Be smart and **agile** whenever necessary.

Transparency in corporate conduct

Being aware that ever greater transparency is a value for our customers, we have set ourselves the goal for FY22 of making public all the principles of the policies that guide our activities by integrating the information dedicated to governance issues on the EY public website with more detailed content on Network Policies.

Here we report the main additions, whilst the full [disclosure document dedicated to governance issues](#) can be downloaded from the EY public website.

Our policies demonstrate the Network's commitment to the integrity of our work with a view to compliance with regulations and the prevention of corruption, with the aim of not having legal actions related to unfair competition, antitrust and monopolistic practices.

Anti-Bribery Global Policy

The EY global anti-corruption policy (EY Global Anti-Bribery Policy), supplemented by the guidelines and general principles of conduct that derive from the adoption of an organisation, management and control model pursuant to Law 231/2001, provides our staff guidance on certain unethical or illegal activities and emphasises the obligations to comply with anti-corruption laws, whilst providing a broader definition of cases that could represent corrupt activity.

The policy also identifies reporting responsibilities where a bribery case is discovered. In relation to the growing attention to the risk of corruption globally, we have continued to support efforts to integrate anti-bribery measures within EY.

Anti-money laundering

The local policy for compliance with current legislation c.d. anti-money laundering implements the regulatory provisions of the Supervisory Authorities.

The policy illustrates, where required and applicable, the organisational lines and procedures adopted for verifying customers, recording and archiving data and information, as well as for reporting any suspicious transactions and infractions on the use of cash . The policy also sets itself the objective of defining homogeneous models of behaviour for the execution of the envisaged obligations, defines roles and responsibilities and applies to all professional services rendered by the Companies of the EY network in Italy.

Cybersecurity

Managing the risk of complex and significant cyber attacks is part of the operational management of every organisation. Whilst no system is immune from the threat of cyberattacks, the EY Italia network is attentive to the actions it takes to ensure security and protect customer data. EY's approach to cybersecurity is proactive and includes the implementation of technologies and processes aimed at managing and minimising the risk of cyberattacks globally.

Consistent with industry practices and applicable regulatory requirements, EY's information security and data privacy programmes are designed to protect against the risk of unauthorised access to systems and data. We have a dedicated group of internal and external IT specialists who actively monitor and defend EY systems. Beyond technical and process controls, all EY professionals are required annually to affirm in writing that they understand and comply with the principles contained in the EY Global Code of Conduct.

Participation in computer security courses is also required. There are various procedures outlining due care to be taken with technologies and data, including, but not limited to, the Global Information Security Policy and the Global Acceptable Forms of Use of Technology Policy.

Cybersecurity procedures and processes at EY recognise the importance of timely communication. EY professionals receive regular and periodic communications reminding them of their responsibilities under these procedures and knowledge of general security practices.

Global Privacy Policy

The protection of confidential information is ingrained in the daily activities of the EY Italia network. Respect for intellectual capital and all other sensitive and confidential information is required by the EY Global Code of Conduct, which provides a clear set of principles that guide the behaviours expected of those who work for EY member firms.

The Global Confidentiality Policy further details this approach to protecting information and reflects the change in data usage restrictions.

This policy provides further clarification to those who work with EY and forms the building block of a wider guide, which includes the main policies on conflicts of interest, personal data privacy and record retention. Other indications include:

- ▶ the guide to social media;
- ▶ information management provisions.

In addition, the global policy on reporting fraud, illegal acts and other non-compliance with laws and regulations, and the EY Global Code of Conduct require EY professionals to report behaviour that they believe is in violation of a law or regulation, the applicable standard or the EY Global Code of Conduct. This includes the unauthorised or improper disclosure of confidential information.

Governance of the Sustainability Committee

The Sustainability Committee of the legal entities of the EY network in Italy was established by resolution of the Board of Directors of the EY Italia Consortium on 21 October 2020 and has adopted a Regulation that describes its roles, responsibilities and operating methods.

The Committee meets with adequate frequency to ensure the correct performance of its functions and duties and, in any case, at least twice a year.

The Committee plays a central advisory role vis-à-vis the Board of the EY Italia Consortium (as well as of course the Member Firms of the Italian EY network).

The Committee:

- ▶ oversees the sustainability guidelines and objectives of the EY Italia Network;
- ▶ prepares and presents to the Consortium Board a Sustainability Plan for the Italian EY network which sets out the strategic priorities, commitments, objectives, including of a quantitative nature, for the development of environmental and social responsibility of the Italian EY network, in line with the UN SDGs objectives and business plan objectives;
- ▶ monitors the execution of said Plan and the achievement of the objectives set therein;
- ▶ monitors the implementation of the resolutions of the Board of the EY Italia Consortium on issues related to sustainability;
- ▶ reports to the Board of the EY Italia Consortium on the implementation of the Sustainability Plan, the objectives achieved and/or any corrective and/or improvement actions;
- ▶ is responsible for evaluating changes, improvements and/or updates to the Sustainability Plan in a proactive way towards the Board of the EY Italia Consortium;
- ▶ carries out all the activities related to sustainability delegated to it by the Board of Directors of the EY Italia Consortium.
- ▶ The Committee also has the task of assisting the Board of the EY Italia Consortium with investigative functions, of a propositional and consultative nature, in the assessments and decisions to be taken by the latter on issues relating to sustainability.

Integrated health, safety, environment and social responsibility policy

EY believes that the protection of human and labour rights, as well as the health and safety of personnel and the environment are primary values in the performance of its activities.

For this reason, the EY Italia network undertakes to adopt, apply and maintain an integrated Management System for social responsibility, occupational health and safety and the environment, respectively in compliance with the SA 8000, ISO 45001, ISO 14001 standards.

The Integrated Management System aims to help ensure:

- ▶ the recognition and/or improvement of the human rights of workers, of workplace conditions in order to enhance and protect all personnel falling within the sphere of control and influence of the organisation;
- ▶ the prevention of accidents and occupational diseases and the continuous improvement of the level of protection of workers' health and safety;
- ▶ environmental protection.

In compliance with these principles, the EY Italia network intends to:

- ▶ maintain compliance of its activities with local, national and other applicable laws, prevailing industry standards, with regards to human and labour rights, Occupational Health and Safety in the workplace and compliance obligations environmental level with a view to continuous improvement;
- ▶ define and make available the resources necessary to achieve the set health and safety and environmental objectives;
- ▶ refrain from using or supporting forms of child labour, forms of discrimination, forced or compulsory labour, use of corporal punishment, mental or physical coercion, verbal violence;

- ▶ promote the commitment to guarantee the right of employees to collective bargaining and freedom of association, to a decent wage that is sufficient to satisfy basic needs;
- ▶ promote and implement any reasonable initiative aimed at minimising risks and removing the causes that may represent a potential risk to the Health and Safety of its Workers and of any other person present for various reasons at its offices;
- ▶ develop a relationship of constructive collaboration, based on maximum transparency and trust, both internally and with the external community and institutions in the management of Health and Safety issues;
- ▶ maintain high performance indexes, through the implementation of an integrated Management System, also through an efficient and periodic supervisory and control system;
- ▶ implement risk prevention and reduction actions aimed at respecting and protecting the environment to prevent pollution and the improper use of environmental resources;
- ▶ encourage the use of sharing and collaboration tools (videoconferences, webinars, etc.) in order to contain staff movements;
- ▶ encourage the use of alternative means to cars for a lower impact on the environment.

Supply chain

EY is committed to building a “*better and more sustainable working world*”, that creates sustainable and inclusive economic growth. We recognise that our responsibility to minimise the environmental impact of our business operations extends to our people, our customers and the communities in which we all live. This includes ongoing efforts to promote the highest ethical standards within the EY supply chain and to maintain and grow a diverse supplier base that reflects the markets, customers and communities we serve. For further information, please refer to [our commitment to maintaining a diverse supplier base](#).

Globally, we have issued the [Supplier Code of Conduct](#), which includes the minimum expectations and standards required by EY of its suppliers, the result not only of the growing global regulatory environment, but also of the growing expectations of our customers and communities.

Supplier adherence to our standards is an integral part of the value chain for EY, which promotes and requires the application of high legal, ethical, environmental and employee standards within its business and among its suppliers.

All new Italian suppliers sign the Supplier Code of Conduct.

By 2025, we will require at least 75% of our largest suppliers globally to set emissions reduction targets through the Science Based Targets (SBT) approach.

With over 600 professionals worldwide, the EY Supply Chain Services team influences the global supply chain with the goal of maximising our long-term value and differentiating EY in the marketplace.

By connecting our people with leading services and suppliers, and sharing best practices across categories and regions, we streamline efforts to source innovative suppliers and deliver exceptional customer service in support of NextWave's strategy.

Supply Chain Services helps optimise EY's spending power on numerous products and services spanning the real estate industry, including workplace, travel, meetings and events services; talent; brand, marketing and communication, technology procurement and external content.

As part of EY's purpose to build a better working world, the [Environmental Social Governance Services \(ESGS\)](#) team of the Supply Chain Services is driving an inclusive and sustainable mindset across the EY organisation through a defined procurement strategy. The ESGS team focuses on improving ESG practices (including the issue of supplier diversity) throughout the supply chain.

The ESGS team is responsible for developing and managing the due diligence of EY's global service providers. This includes coordinating the mapping of ESG and human rights risks and ensuring that risk-related questions are asked during the RFP and supplier onboarding phases.

In addition to this, there are a number of ESG initiatives, leaders and centre of excellence focusing on the topics of CO2 and environmental sustainability. For example, the Real Estate and Travel, Meetings and Events team is working in partnership with the Climate Change and Sustainability Services and Global Corporate Responsibility team to meet EY's renewable energy and emissions reduction targets.



Supply chain

By 2025, we will require at least 75% of our largest suppliers globally to set emissions reduction targets through the Science Based Targets (SBT) approach. 52 suppliers have undergone screening procedures for ESG parameters and another 20 have started the evaluation process.

In 2022, globally, we launched the ESG Assessment Pilot using a survey-based tool to measure the maturity of ESG standards, including human rights and diversity across our supply chain. We invited 98 suppliers to participate in the ESG Assessment Pilot, including 18 Italian suppliers.

During FY23, we will contact suppliers who took part in the ESG Assessment Pilot to share the results and the ESGS team will monitor the progress.

In FY22, in Italy, the 53 largest suppliers by budget spent were subjected to screening procedures for ESG parameters.

However, attention to sustainability in the choice of suppliers is very high, here are some examples:

All the technological devices that we distribute to our people in Italy to carry out their work - PCs and smartphones - are purchased under leasing from GHC Meridian, a supplier that guarantees attention to sustainability and circular economy principles.

In Milan and Rome, at our request, cleaning service providers use EcoLabel certified products, the European ecological quality label that the Ecolabel-Ecoaudit Committee issues to the most environmentally-compatible goods and services and therefore with a lower environmental impact. To date, around 90% of the products used in the Milan and Rome offices are EcoLabel certified.

Furthermore, the recent purchases of furniture for the Milan office have taken environmental aspects into consideration. We have opted for products with Greenguard certifications or for suppliers who adopt quality management systems - Green Building Council Italia.



The certifications of the EY Italia network

The EY Italia network has several of the most important certifications in the field of sustainability and has indicated a specific programme within the sustainability plan to expand the perimeter to all the legal entities of the network. Being certified allows for several benefits to be obtained, including:

- ▶ reducing the level of risk by adopting effective prevention and protection measures;
- ▶ obtaining added value for public and private customers;
- ▶ acquiring greater awareness on the part of all subjects involved in the management system also with regard to the applicable legislative obligations;
- ▶ increasing the ability to verify and control the work of suppliers.

We report below the certifications already held and contained within the programme and which are, as per the plan, subject to continuous checks for their maintenance.

ISO 14064, Carbon Footprint

The ISO 14064 Standard allows organisations to certify and report their GHG emissions in order to implement Carbon Management policies and communicate their commitment to environmental sustainability to their stakeholders. Furthermore, certification according to the ISO 14064 standard allows for the:

- ▶ promotion of consistency, transparency and corporate credibility in quantifying and reporting its carbon footprint;
- ▶ creation of a baseline from which to monitor the improvement of emission performance;
- ▶ facilitation of the development of management plans for greenhouse gas emissions;
- ▶ identification and management of responsibilities, investments and risks related to greenhouse gases;
- ▶ facilitation of the exchange of credits or greenhouse gas emission quotas;
- ▶ voluntarily contribution to the implementation of international climate protection agreements.

The standard may prove to be of benefit to all parties involved in GHG reduction and reporting programmes, as these programmes can be referred to an internationally defined and recognised methodology.

ISO 37001, Anti-Corruption Management System

Combining the Company's values with an appropriate anti-bribery management programme is critical to maintaining business integrity and addressing the risks associated with bribery. The standard provides specifications for establishing, implementing, maintaining and continuously improving its anti-corruption management systems to address, prevent and detect corruption and includes a programme of measures and controls that represents good global anti-corruption practice, helping to establish a culture of integrity, transparency and compliance.

ISO 27001, Data and Information Security Management System

The ISO 27001 standard defines the requirements for a data and information security management system in order to allow the adoption of the highest security standards and technologies, effectively protecting organisations, people and customers. Obtaining an ISO 27001 accredited certification demonstrates that the company is following information security best practices and provides independent and qualified control that information security is managed in line with international best practices and corporate objectives. The objective of the ISO 27001 standard is precisely to protect data and information from threats of all kinds, in order to ensure their integrity, confidentiality and availability, and to provide the requirements for adopting an adequate security management system of information (SGSI) aimed at the correct management of the company's sensitive data.

The certifications of the EY Italia network

ISO 14001, Environmental Management System

ISO 14001 certification attests that the organisation has a management system that is adequate for keeping the environmental impacts of its activities under control, and that it systematically seeks improvement in a coherent, effective and above all sustainable way. The standard defines an Environmental Management System as part of the corporate management system aimed at managing environmental aspects, meeting legislative compliance obligations and addressing and assessing risks and opportunities.

SA8000, Corporate Social Responsibility

SA8000 is the internationally recognised accredited standard that responds to the needs of organisations that want to stand out for their commitment to sustainable development and especially for social issues.

The standard is aimed at certifying certain aspects of corporate management relating to corporate social responsibility, specifically:

- ▶ respect for human rights;
- ▶ respect for labour law;
- ▶ protection against child exploitation;
- ▶ occupational health and safety guarantees.

This standard helps organisations demonstrate their dedication to the fair treatment of workers through the measurement of social responsibility in the workplace and reflects the labour provisions contained in the Universal Declaration of Human Rights and International Labour Organisation (ILO) conventions supplementing and upholding national labour laws and ensuring ethical working conditions. For further information, refer to the social report of EY Advisory SpA, available at the following [link](#).

ISO 45001, Occupational Health and Safety Management System

The EY Italia network is committed to ensuring the health and well-being of its employees, in line with the sustainable development goals defined globally by Agenda 2030 (SDGs). To this end, the ISO 45001 Standard helps provide safe and healthy workplaces by preventing and minimising work-related injuries and illnesses, as well as proactively improving employee health and safety performance. ISO 45001 certification is based on occupational health and safety management and requires organisations to continuously improve, thus providing all interlocutors with the guarantee of compliance with the specified safety policies. Compliance with the international standard ISO 45001 ensures compliance with the requirements for Occupational Health and Safety Management Systems and allows an organisation to better assess risks and improve its performance, carefully considering its context and its interlocutors.

ISO 9001, Quality Management Systems

In line with the requirements of the UNI EN ISO 9001:2015 Standard, the Guidelines of Conduct, the Global Code of Conduct and the Code of Ethics, the Italian companies of the EY network undertake to guarantee the quality of the service offered and to pursue continuous improvement based on the following global guidelines, which constitute the pillars of the EY “NextWave” strategy: Client Centricity, Exceptional&Diverse People, Data & Technology, Global Integration & Teaming. EY also undertakes to comply with the applicable regulations and administrative, legal and network standards and to involve all the people who work in the organisation and for the organisation in applying and updating the Policy, which represents the reference for all corporate objectives.

Innovation and sustainability

At EY, we support research and young talent through the provision of scholarships, research grants and degree awards. Furthermore, we develop research and development projects in the field of innovation and sustainability, collaborating with research centres, universities and customers.

By way of non-exhaustive example, we report below some of the projects developed during FY22.

Seize the Change

Annual study with which the Climate Change & Sustainability Services Team monitors the operating methods through which Italian companies belonging to all industrial sectors, listed and unlisted, integrate sustainability into their core business.

Digital factory

Creation of an integrated digital platform for manufacturing in which applications capable of generating innovative solutions in the sector of digital technologies applied to industrial production processes are developed.

Brain Activity di Research & Innovation Center PAS

Brain Activity di R&I is based on a series of actions:

- Master in User Experience Psychology with the Catholic University of the Sacred Heart
- Joint Research Centre with the Polytechnic of Milan on subject of data and people data
- WavEY skills model with La Sapienza
- Relationship with MS on Sustainability and joint go to market/joint offering
- EY Wavespace Innovation & Sustainability

Intelligent Audit

Creation of a platform for the automation of eco-bonus procedures.

**Positive Innovation Network,
Università Cattolica del Sacro Cuore**

The concept of Positive Innovation Network (PIN) represents a framework within which it is possible to place the processes of co-construction of artefacts that embodies two crucial constructs to understand the construction of positive transformation: networked flow and capital positive psychology. The main objective is to develop and test an evaluation tool that tests the Positive Innovation Network model and is able to demonstrate how the conditions can be created to implement even complex creative processes and measure their effectiveness. effectiveness and impacts through a pilot project.

**PhD in Morphogenesis and Tissue Engineering,
Università Sapienza**

The PhD focuses attention on research activities in the biomedical and biotechnological sector. The main research activity is focused on the acquisition and analysis of human biosignals from an engineering point of view (EEG, ECG, Skin Conductance, Eye Tracking) with the aim of investigating the neurophysiological correlates of human cognitive processes in the field managerial. The result is the development of synthetic neurometrics of specific and important mental states, such as mental load, Stress, Attention and Arousal applicable in working environments. These neurometrics can also be used to evaluate marketing stimuli and the effectiveness of advertising communication.

2030 Professions The future of skills in Italy

Permanent observatory on the labour market aimed at analysing Italian employment dynamics over the next ten years.

Wellbeing & ways of working

Observatory on wellbeing and approach to work

Interpersonal behaviours

Peripersonal space: identifying impacts and interpersonal relationships in virtual contexts connected to the Metaverse

Smart City Index For Humans

Analysis and measurement of the sustainability of the human being in the social fabric, in his different roles as citizen, consumer, worker

06

The people of the future

Our way of making people grow

Creating value in the long term for the people EY

We are committed to delivering on our promise to all EY people:
'The exceptional EY experience – it's yours to build'.





Creating value in the long term for the people EY

EY is made up of people who are committed every day to building a better working world.

At EY, we provide all the tools to train aware, qualified professionals who are also attentive to sustainability issues, in a work environment free of discrimination and which encourages diversity and respect for human rights, attentive to mitigating inequalities and giving opportunities to young people.

The EY network in Italy is enriched every year with new young talents who come from universities across the nation. In FY22, 62.5% of EY new hires in Italy come from universities/schools outside the two main hubs of Rome and Milan. Furthermore, FY22 was a record year for the number of new hires at 2731. Our offices cover the national territory, the main ones are in Milan and Rome and the most important in southern Italy is in Bari.

45% of young people involved in extra-curricular internships were hired, including in apprenticeships, in FY22 by the EY Italia network.

EY guarantees growth opportunities for its resources based on merit regardless of gender, promoting the elimination of the gender pay gap (Gender Pay Gap).

For this reason, EY in Italy has set itself objectives on the number of annual promotions and on maintaining the gender pay gap below 5%. The percentage of female employees among its employees in FY22 was 48%.

In addition to this, at EY we have developed policies to protect parenthood and support the return from maternity leave, as well as projects on the inclusion of fragile individuals in the world of work (both EY Ripples to reintegrate women victims of violence or migrants into the world of work, and projects for the inclusion of protected categories and individuals with different abilities within the EY network).

One of the founding pillars of EY for personal and professional growth is training. In FY22, we trained 13% of our people on sustainability issues and provided a total of 344 thousand hours of training to offer the best skills and respond to the many needs of our customers.

For EY, putting people at the centre also means taking care of their health and well-being, both physically and mentally. Not only allowing people to combine work and personal commitments, but also guaranteeing health and safety in the workplace and offering wellbeing programmes.

All because EY is true to its promise to guarantee everyone in the EY network “***The exceptional EY experience – it's yours to build***”.

The great challenges that all companies have to face every day have been amplified by the pandemic crisis. This has accelerated the adoption of new ways of working and collaborating.

Employment, youth engagement and enhancing the country's talent

EY promotes the entry into the world of work for young graduates by enabling the transition from the university world to the professional world through theoretical and practical training that contributes to forming the Leaders of the Future.

In fact, EY, in addition to guaranteeing excellent technical and transversal training, also gives young graduates the opportunity to interface with a complex organisation that allows them to relate to all the internal figures, including the leaders of the structure. Furthermore, through the performance management course, young people are invited to focus from the first months of activity on their areas of strength and development.

Also for FY22, the Sustainability Committee had established that at least 50% of new hires in EY Italia came from universities/schools outside the two main centres of Rome/Milan in FY22.

In FY21, 55% of EY Italia network come from universities and schools outside the two main hubs of Milan and Rome, specifically from 56 universities and schools.

In FY22, the percentage rose to 62.5%.

The hiring of resources from universities outside Milan and Rome is guaranteed by the widespread presence of EY offices throughout Italy, by the creation of new hubs such as Bari, Trieste and Cagliari, by recent acquisitions of companies not based in Milan/ Rome that require a link with the territory to ensure the growth of these acquired realities.

In FY22, the EY Italia network hired 2,731 people, of which 46% were women.

Over 65% of young people involved in extra-curricular internships have been hired (including in apprenticeships) in the EY Italia Network (target for FY22: 45%).

Furthermore, in FY22 the **EY Italy Young Leadership Board** was set up, a group of under 30 professionals from all Service Lines, with the aim of having a dialogue and bringing proposals from younger colleagues directly to the leadership.

The YLB is made up of around 20 rotating elected spokespeople divided into committees dedicated to specific topics, such as New Ways of Working, Innovation, Diversity Equity & Inclusion, Exceptional EY Experience, to help improve what we do and how we do it.



Career development and the gender pay gap

EY supports the professional growth of its resources, offering growth opportunities based on merit and objectives achieved and constantly monitoring employee salaries so that there is no gender pay gap

Gender inequality continues to be a key challenge for the entire community globally. Making gender equality and the empowerment of women and girls a reality is a key contribution to progress, the achievement of the full development of human potential and sustainable development. In line with the goals of the 2030 agenda, at EY we aim to bridge the gap between men and women by offering equal opportunities.

The culture and values promoted in EY ensure that equal opportunities are offered to all professionals, regardless of gender and more generally regardless of any "diversity", in order to eliminate the gaps due to personal characteristics and guarantee opportunities based to the merit and competence of the individual person.

At EY, salary guidelines are determined regardless of the person's gender and therefore no gender gap situations should be created. In any case, the Gender Pay Gap is constantly monitored so as to be able to intervene where there is evidence of an actual different treatment due to gender.

EY monitors constantly and globally the Gender Pay Gap.

In the EY Italia network, the Gender Pay Gap in FY22, calculated as the ratio between the median male salary and the median female salary, including both base pay and bonus, is 1.09%, exceeding our FY22 target to remain below 5%.

The topic of internal career opportunities is also constantly monitored. At the global level, specific KPIs are prepared in terms of equal opportunities for promotion in the individual divisions.

Furthermore, EY already has policies aimed at protecting pregnant women and/or women who become mothers. Already today there are specific programmes, such as #SheBelongs, to encourage the inclusion of women especially in sectors characterised by a strong male component.

Our clients look at the results and the recognition we get from the market, the result of concrete evidence of the value we bring through professionalism. The same criterion is used in measuring performance and in deciding the growth paths of our people: we use feedback to obtain feedback on the professionalism of our people, on the measurable impacts and on the value they bring.

Total number of promotions to higher ranks in the EY Italia network

FY21 promotions: 940 (43% women, 57% men)

FY22 promotions: 609 (52% women, 48% men)

Training and qualification of people

In a rapidly changing context such as the current one, **continuous training** is one of the pillars for the implementation of the EY Nextwave strategy.

The rapid obsolescence of skills linked to the speed of evolution of the markets makes it essential to continuously update our professionals, so that they can support our customers in facing the challenges of their markets and help them anticipate them.

The EY leadership model focuses on individual, team and corporate purpose - building a better working world - and is based on the adoption of a growth mindset, i.e. an approach focused on the development of our people. In the light of this model, continuous training is a fundamental tool for enabling the growth and development of resources.

In FY22, the EY Italia network disbursed more than

344 thousand

hours of learning versus
316,089 hours supplied in FY21.

Training, together with Talent Development, is one of the elements that have the greatest impact on the quality of the employee experience of our people. The new generations are particularly sensitive to the possibility of continuing to train, not only thanks to centralised training proposals, but also by accessing training opportunities of their choice.

EY's training offer includes courses and training programmes aimed at preparing our professionals at 360°. In fact, it covers technical and digital skills, leadership skills - the so-called soft skills - and market skills.

Training accompanies all the years of stay in EY, from the entry of the most junior newcomers to the most senior Partners, and is highly diversified for each Service Line and Sub-Service Line.

Training can be of different types: mandatory (for Global or local, internal or external requirements) or optional with voluntary participation.

EY is progressively increasing the availability of voluntary enrolment courses on different platforms, because they allow our people to independently choose which skills and knowledge to develop according to their inclinations, interests and needs, beyond what is expected of them per role. Plus, it's content that's accessible when and where people want it. This makes their use easier, because they are better reconciled with professional activities.

A special mention should be made of [EY Badges](#), our platform for the development and certification of skills in three: Technology, Leadership and Business. Our people can access the platform freely and earn all the Badges they want. The certifiable levels of competence are: learning, bronze, silver, gold and platinum. The higher the level of competence demonstrated, the more prestigious the Badge will be.

EY Badges also form the basis for earning Hult International Business School's EY Tech MBA.



In recent years, EY has been investing in terms of **training on sustainability issues**.

Within the [EY Badges](#) platform, the training offer already present on these topics has been greatly enhanced and currently consists of 6 Badges dedicated to sustainability.

The mindset and skillset to navigate what’s next. It’s yours to build.

In this rapidly changing world, EY Badges will help you develop future focused skills and give you access to experiences that will shape your career.

[Start my badges journey](#)



- **Climate Change and Sustainability**
This badge illustrates what climate change is, what are its causes and what are the long-term impacts on the environment, business and society and how we are responding to them.
- **Business Case for Sustainability**
In this badge we explore the growing need for sustainability practices in business and provide the tools to gain the knowledge and confidence in debating a business case for sustainability.
- **Circular Economy**
This badge explores key concepts related to the circular economy and their application to business, including drivers, opportunities, risks and business models.
- **Impact Entrepreneurship**
This badge explores the concept of impact entrepreneurship, what it is and what its potential impact could be to achieve the UN Sustainable Development Goals.
- **Responsible Business**
This badge explores the concepts, tools and strategies that companies are adopting to anchor their strategies to a meaningful purpose with a focus on creating long-term value for all stakeholders involved.
- **Sustainable Finance Transformation**
This course explores the social and environmental pressures on the financial sector to understand how sustainable finance strategies can create long-term value for business and society.

In addition to the previous courses open to the entire EY population, teams working specifically on sustainability-related issues, such as the Climate Change and Sustainability Services team, have ad hoc technical training. Other courses have been and will be held for more vertical needs.

Furthermore, within the Onboarding, a module has been included for all new hires in which the basic concepts relating to sustainability and the SDG goals are illustrated, presenting the relevance of the topic for EY and laying the foundations for a common background in the EY Italy networks.

Percentage of people in the EY Italia network, broken down for Service Line, which held courses on sustainability in FY22

Assurance	CBS	Consulting	SaT	Tax
19%	4%	15%	14%	9%

Goals for FY25: 100% of the population of the EY Italia network has attended at least one course on sustainability topics.

Average number of training hours provided by Legal Entity, higher than FY22 targets

EY SpA	84
EY Advisory SpA	39
Tax Law Firm	35
Global Shared Services srl	26
EY Business School	48
Business & Technology Solutions srl	45
Teorema Engineering srl	37
EY Engineering and Technical Services srl	22
EY IFI Security s.r.l.	6.5

Work conditions

We commit to supporting human rights

At EY, we believe that respect for human rights is central to our purpose of building a better working world. The EY Global Code of Conduct, which is anchored in our core values and beliefs, provides the ethical and behavioural framework to guide the business decisions we make every day.

The [EY Global Human Rights Statement](#) it is based on our Code and reflects our commitment to promote respect for the fundamental rights of all human beings.

In accordance with EY's global policy of inclusion and non-discrimination, we are committed to ensuring the following areas, which we have identified as most salient to EY people within the workplace:

Health & Safety

The right of all people to enjoy a physically and psychologically safe work environment, for this reason we have set up the psychological support and management consultation service for all our resources since September 2020, as well as a schedule on well-being made up of 12 thematic meetings.

Labour rights

The right of all people to just and favourable working conditions. We pay attention to providing the right job supports and adaptations based on the needs of our resources.

Diversity, equality and inclusivity

The right of all people to be respected and valued for their differences, with fair opportunities and outcomes, in an inclusive environment where everyone can grow and evolve. Every year we develop a series of projects and initiatives to ensure the diffusion of a culture based on respect and enhancement of everyone's specificities, in order to allow people to be fully themselves.

Policy against discrimination, harassment and bullying in the workplace

The guiding principles of integrity, respect, teaming and inclusiveness are an integral part of EY's culture and contribute to creating a working environment in which every person must feel supported, protected and encouraged to express their thoughts and personality.

Inclusiveness and respect are principles that influence everything we do at EY and help ensure the success of our organisation because they ensure the trust of our colleagues, customers and the communities in which we operate.

All decisions concerning the management of interpersonal relationships, including but not limited to recruiting, training, staffing, career progression and determination of compensation, management of labour and professional relationships, are based exclusively on the professional skills and competences of the resources and are not influenced by discriminating factors.

EY is committed to building a Better Working World and this implies the commitment to respect people in their psychophysical integrity, the guarantee of an inclusive working environment free from discrimination, harassment, bullying and intimidation. At EY, anyone who needs to report behaviour that goes against our values should be able to do so with confidence knowing that it will be handled quickly, consistently, confidentially and impartially.

The multicultural experience and the support of diversity in all its facets is a strength of our organisation and is also promoted by the EY Global Code of Conduct, which is inspired by our values and provides the ethical references that should guide the behaviour of members of our organisation, as individuals and professionals.

The Discrimination, Harassment and Bullying in the Workplace Policy aims to promote the following objectives: emphasise that all people must be treated fairly and respectfully; identify what is meant by discrimination, intimidation, bullying, harassment and exemplify types of inappropriate behaviour; provide practical examples of how to report inappropriate behaviour formally and informally; stress that any report will be treated impartially, promptly and confidentially, without risk of repercussions; clarify how policy violations will be handled.

EY Value Realised Italia

Diversity and inclusivity

The differences with which colleagues are confronted every day represent a moment of enrichment and a heritage to be defended and valued.

At EY, we aim to create an environment that generates innovation and that allows our people to grow and express themselves to the fullest, contributing to the development of an increasingly tangible diversity of thought.

Diversity and inclusiveness have always been presented as a fundamental corporate goal.

EY supports its growth strategy by conducting projects and initiatives to enhance diversity in all its forms and to promote inclusiveness at group level.

A diverse workforce and inclusive culture enhance engagement and take into account a deeper understanding of society, leading to stronger decision-making.

Diversity & Inclusion is a cross-cutting issue in HR strategy, to which the KPIs we set ourselves are closely linked: from the recruiting phase, in which we have 50%-50% targets, to workforce planning, in terms of population and job creation team, based on the balance of gender, experience, skills, abilities and cultures, up to the succession plan in assessments, promotions and development opportunities.

Diversity, flexibility and leadership are also included in Training & Development projects, in the selection and use of courses.

Initially in Italy the commitment in D&I focused on gender equity, in particular through the campaign “Women. Fast forward” and related initiatives that contribute to growth and innovation. Work was done both on training programmes dedicated to the professional growth of women in the various service lines, such as the EYD programme, and on actual policies. Amongst these, the Genitori@EY programme deserves particular attention.

Since 2019, EY has hired a person in Italy with the role of “Head of Diversity & Inclusion” for the Med Region (Italy, Spain and Portugal), so the attention to D&I issues has expanded to sexual orientation and identity gender, different skills, cultures and generations, as well as issues related to the integration of private and working life and the intersectionality of diversity.

Furthermore, internal/external awareness raising initiatives are periodically carried out to work on spreading a culture based on respect, inclusion and enhancement of the characteristics that make us unique. Events like “Let's go beyond prejudice. Let's talk about LGBT+ inclusion” or “Let's change the paradigm. From Disabilities to Different Abilities”, organised to celebrate the International Day of Persons with Disabilities, represented the beginning of structured and long-lasting projects.

For example, the UNITY Group Italy was created, whose aim is to gather more voices, skills and abilities around the issue of LGBT+ inclusion, which needs everyone's support to learn to know it better and better, breaking down unconscious prejudices and creating an inclusive environment. The Unity group meets periodically and promotes initiatives and programmes dedicated to the LGBT+ theme.

Regarding skills, EY has started a project on neurodiversity in collaboration with the Adecco Foundation, at national and international level.

With and thanks to the professionals of which it is composed, EY therefore attends numerous events and conferences dedicated to the themes of Diversity & Inclusion, bringing its contribution with testimonials, skills and valuable projects.

The EY Italia network has signed **The Charter for Equal Opportunities and Equality in the Workplace** - Italian Diversity Charter. With the Charter for Equal Opportunities, EY, together with the Sodalitas Foundation and the signatory companies, constitutes the Italian delegation within the European Platform of Diversity Charters, promoted by the European Commission to concretely contribute to combating discrimination in the workplace.

EY offers various wellbeing and assistance programmes to its employees: psychological support, sports and meditation activities, development of health promotion projects aimed at spreading healthy lifestyles and preventing diseases such as obesity, diabetes, stroke, etc., corporate agreements, health agreements with funds.



A unique path

EY CONVENTIONS PROJECT

There are numerous agreements entered into by EY with partner companies that provide various services especially aimed at the psychophysical well-being of the employee and his family.

Amongst the many conventions we include those concerning:

- ▶ culture and training;
- ▶ health care and family support;
- ▶ sport and wellness;
- ▶ insurance and banks;
- ▶ mobility and travel;
- ▶ fashion;
- ▶ technology;
- ▶ free time;
- ▶ cars, motorcycles and rentals.

An internal site and a portal (Corporate Benefits) guarantee easy access to all the agreements mentioned above and therefore to promotions and highly discounted prices on the most diverse products.

Internal awareness campaigns on the discounts available try to respond to the needs of employees, with a prevailing interest in their well-being and that of their family, as at the end of last year, when all the promotions and discounts available on services and articles to improve working from home and work-life balance.

EMPLOYEE ACCIDENTS POLICY

EY activates coverage for death and permanent disability from professional and non-professional accidents for its employees, active 24 hours a day. It therefore becomes necessary to work on the idea that "taking care" of oneself and of others is good for the whole community, given that it has a generative effect. Below are further ways to demonstrate our purpose: *Better Me, Better Us, "Building a Better Working World"*.

The further actions being implemented include the obtaining and maintenance of the certification of the Legal Entities of the network according to the international standard SA8000 focused on some aspects of company management relating to corporate social responsibility and the extension of the ISO 45001 certification which identifies the requirements of the management system for health and safety in the workplace.

FLEXIBLE BENEFITS - FLEXEYGIFT PROJECT

FlexEYgift is a Flexible Benefits plan intended for EY Staff, Seniors and Managers, with the aim of giving access to goods and services that meet individual needs and/or those of the family unit, in consideration of the opportunities granted by current legislation.

Specifically, beneficiaries have an amount available - on top of any other element of the remuneration package and unrelated to considerations on individual, team or group performance (for this reason it is EYGIFT) - which they can use to freely use (for this reason reason is FLEXEY) of the services of your interest. All goods and services are easily accessible via a single online platform and range from groceries at the supermarket to petrol, from the gym to medical visits to the cinema or children's education.

Within FlexEYgift, a very important space is dedicated to the well-being of the employee and his family, for this reason the following categories of expenditure are included: education; recreation, culture, free time, well-being; transport; repayment of interest expense on the loan; Health; retirement planning.

PROJECT - PSYCHOLOGICAL SUPPORT

In an unprecedented condition, the one in which we are still living, EY has fully understood that listening is the bridge to build relationships of trust, resolve conflicts and design the future that awaits us. EY has provided for a dedicated, personal, protected and structured space in which to take advantage of psychological consultations: a programme to empower the individual and the team.

Consultations can be of a different nature:

- ▶ Psychological Consultation: for those experiencing personal or work difficulties, therefore dedicated to employees for welcome, support and guidance on life/work issues;
- ▶ Management Consultation: for those who manage resources and collaborators, a specific consultation therefore dedicated to welcoming, supporting and addressing the issues that influence the working relationship and the well-being of collaborators.

This is a way of having a comparison and focus on the psychological, emotional and relational dynamics that impact the serenity and well-being of EY employees.

The psychological support service is aimed at the entire EY population and their cohabiting family members, accessible in a simple and immediate way, 365 days a year, 7 days a week and 24/24h by calling a dedicated number. The meetings are managed entirely by an external supplier who guarantees the highest standards of professionalism and confidentiality. The employee is clearly free not to communicate his identity and whoever calls is considered a person in difficulty and must be able to freely express his concerns for himself and/or for others.

This service intends to provide a tool to strengthen both individual and collective resilience. The support aims to normalise emotional responses of nervousness, fatigue, tiredness, sense of oppression and anguish that can slowly emerge in times of difficulty. The psychological support service, therefore, allows you to face with confidence discomforts resulting from:

- Strong emotions: anxiety, anger, shock, sadness, depression, resentment, frustration, tiredness, fear, loneliness, confusion;
- Important topics: child management, couple management, home working, mourning, adaptation to the stresses of the moment, managing distance from relatives, difficulty concentrating, difficulty managing the day;
- Awareness and resources to improve: self-knowledge, resilience, virtual sociality, the experience of emotions, perception of one's own life, sense one gives to what happens, empathy, relationships.

This type of support favours the elaboration of a redefinition of the relationships that the employee has with his family and with his work environment in a process of adaptation and return that is not always obvious. Lastly, support nurtures corporate values and identity and underpins EY's Corporate Responsibility.

WELLNESS PROJECT - FITPRIME

EY takes care of the well-being of its resources and this translates into an interest in their health on both a physical and mental level. For this reason, EY offers, through the FITPRIME platform, access to a network of sports facilities (gyms, swimming pools, soccer fields, tennis courts, yoga centres, etc.) and apps specialised in on-demand workouts (also live courses and personal trainers), meditation, nutrition, coaching and more.

Thanks to the contribution of EY, everything is available at prices well below the market for all resources and their families and can be used through a single simple app and modular, flexible monthly subscriptions of different amounts to meet the needs of different budgets.

PROJECT - GENITORI@EY

We believe it is essential to create a culture that allows each of us to be able to dedicate ourselves to taking care of ourselves and of the people who are part of our lives.

Managing time between home and office is not a simple thing at all, EY promotes a culture of parenting and sharing of both parents in the care of their own family.

For this reason, EY reimburses all parents €3,600 for the expenses incurred in nursery schools and babysitters, with a usability period of 24 months from the birth or adoption.

Furthermore, in addition to the 10 days of mandatory paternity leave required by law, EY now recognises an additional 10 days of paternity leave.

MINDFULNESS PROGRAMME

Practising meditation and mindfulness helps us shift our attention to the present moment and to our body, creating a positive cycle for our personal and professional lives.

Weekly 30-minute sessions curated by EY peers enable you to facilitate mindfulness sessions.

INTRANET PORTAL “EY PER TE” (“EY FOR YOU”)

Launched on 1 October 2021 to the entire population of the EY Italia network companies, the EY per Te programme brings together all the flexible benefits, programmes and agreements ready to respond to all needs, in a logic of total wellbeing.

EY is attentive to the well-being of its employees and collaborators. For this reason we have developed a holistic and flexible approach to wellbeing at EY, which each person can tailor to suit.

Our approach to wellbeing is that of total wellbeing declined in the four dimensions of individual and collective wellbeing:

The heart of the programme is an Intranet portal structured to be of immediate consultation, starting from the membership rank.

WELLBEING FOR GOOD

Wellbeing for good deals with activities designed to combine attention with physical well-being, also in the social and team dimension. It is an open-air training programme held after working hours in city parks near the EY offices in Milan, Rome and Bari, in collaboration with Sport Senza Frontiere Onlus.

The programme is free and open to the entire EY Italia network.

The programme calendar included 15 appointments with 3 types of activities/corners managed by specialist trainers:

- running (set up different groups according to the degree of running training);
- walking;
- full body training.

WELLNESS FRIDAY

An initiative designed for all EY people: an opportunity to take care of ourselves, explore concepts and issues related to the theme and above all discuss together virtually.

Wellness means "feeling good", first of all with ourselves and also with the people who travel with us on the road, both professionally and personally. Wellness also means finding that optimal combination between mind and body that allows us to face the challenges that our daily life holds for us with clarity.

Wellness Fridays, open to all EY employees, are an opportunity to try to take care of ourselves, explore concepts and issues related to the topic and above all confront ourselves with all the virtually connected participants ("Sharing is caring!") .

The agenda includes the following meetings:
Generating well-being: the resources of the mind, The compass of our thoughts: emotional intelligence, Be like Amundsen: the strength of resilience, Communication: the importance of words, Conflict management, Competent in kindness: how to live better with yourself and with others, Mens sana in corpore sano, Recharge your energies (Relaxation and breathing techniques), Sleep makes us beautiful, So far away, so close: managing stress from remote working, work decluttering: how to do digital detox, cyber parenting.

07

Sustainability committee



EY Italia's sustainability committee

Massimo Antonelli (Chairman)
EW Regional Managing Partner and CEO Italy

Stefano Battista
FSO Italy Markets Leader

Dario Bergamo
EY Markets Leader

Paolo Zocchi
EY Markets Leader

Marco Mignani
EY Markets Leader

Riccardo Giovannini
Partner Climate Change and Sustainability Services

Tiziana dell’Orto
Secretary General, EY Foundation Onlus
EY Corporate Responsibility & Sustainability Director

Daniele Scarpari
Partner Technology Consulting
Corporate Responsibility FSO

Francesca Giraudo
Italy Talent Leader

Vera Sacchi
General Counsel
Partner, Tax Law Firm

Enxhi Ohri
Procurement Talent - Business Enablement

Monica Mordini
Corporate Health, Safety, Security and Environment

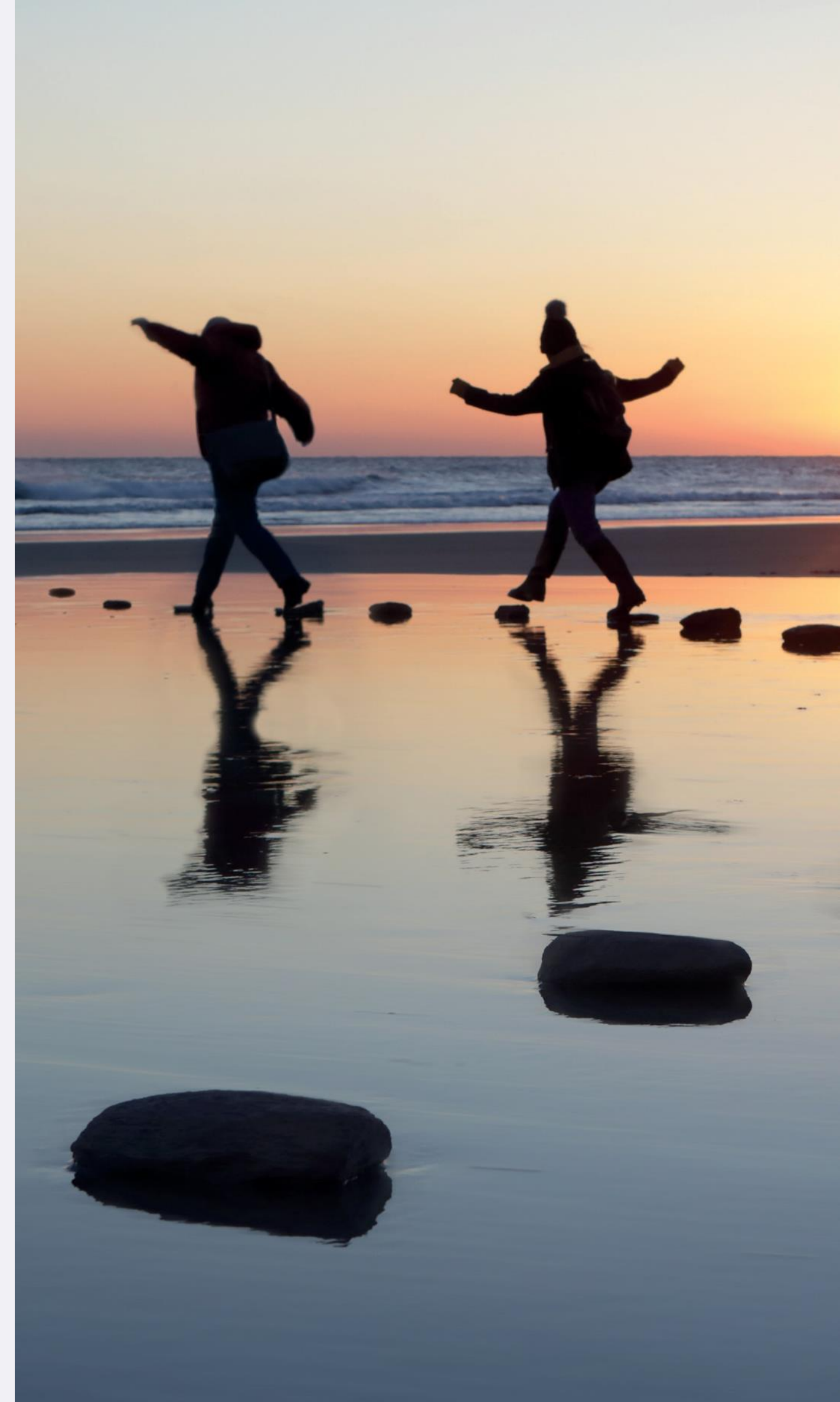
Daniele Garsia
Supply Chain Services - Procurement & Real Estate -
Business Travel & Meeting&Events

Alessandro Vanoni
Italy Brand and Communications Leader

Francesca Tazzioli
Italy AWS Director - Workplace Management Leader

08

WEF-IBC Metrics Stakeholder Capitalism and the UNGC Ten Principles – summary tables



As part of EY's membership of the World Economic Forum's International Business Council (WEF-IBC), we have participated in a collaborative effort to identify a set of metrics to standardise disclosures related to ESG reporting. For the first time, through this report, the EY Italia network is implementing the [WEF-IBC Stakeholder Capitalism Metrics](#).

WEF-IBC Stakeholder Capitalism Metrics

Governance Principles

Topic	Metrics	EY disclosure
Governing purpose	1. Setting purpose	EY's purpose is to build a better working world by helping to create long-term value for customers, people and society. The quality services we provide to our clients help build confidence in capital markets and economies around the world. We develop exceptional leaders who work together to deliver on our promise to all of our stakeholders. In doing so, we play a vital role in building a better world of work for our people, our customers and our communities.
Quality of governing body	2. Governance body composition	The EY Italia network leadership team includes the presidents and board members of the network's legal entities and service line leaders. Please refer to pages 15 and 16 for further information.
Stakeholder engagement	3. Material issues impacting stakeholders	To understand the main interests of our stakeholders and the topics relevant to our organisation, we have carried out a materiality analysis, on the basis of which we have defined a sustainability plan. For further details, please refer to pages 9, 10 and 11 .
Risk and opportunity oversight	4. Integrating risk and opportunity	<p>The global EY Risk Management function, leveraging the expertise of all EY member companies, works with business leaders to identify the risks to which the organisation is exposed. The EY Risk Management function engages functional teams at the global, regional, regional and associated company level to integrate these processes across the geographies in which EY operates. This programme is overseen by the EY Global Executive, where each member oversees at least one key risk category. At the technological level we use Archer, a risk management solution, to manage the planning, monitoring and mitigation of each risk category.</p> <p>EY has identified 15 main risk categories:</p> <div><div><ul style="list-style-type: none">▶ Financial crime▶ Business continuity and crisis response▶ Insider Threats, Culture and Business Conduct▶ Regulation and public order▶ Data protection and ethics</div><div><ul style="list-style-type: none">▶ Cyber security▶ Information technologies▶ Programme governance and execution▶ Third parties▶ Talent management</div><div><ul style="list-style-type: none">▶ Innovation of services▶ Macroeconomics and geopolitics▶ Acceptance and continuity of clients▶ Independence▶ ESG</div></div> <p>ESG risk for EY is closely linked to climate risks, which threaten to impact the businesses and communities that EY teams work with around the world. EY is developing a plan to mitigate these risks with customers and stakeholders more broadly. For further information on our global TCFD risk assessment, please see page 62.</p>

Governance Principles

Ethical behaviour	5. Anti-corruption	Throughout their career, all EY people are required to complete mandatory anti-corruption training. Please refer to the other anti-corruption policies and procedures in place at EY which are included in the table, “Upholding the Ten Principles of the UNGC and the United Nations Sustainable Development Goals”.
	6. Protected ethics advice and reporting mechanisms	EY/Ethics Hotline _ provides a means to confidentially report any activity that may involve unethical or illegal behavior that is inconsistent with the EY Global Code of Conduct. All reports received are detected in a timely manner and are subject to attention by EY. The hotline link is prominently displayed on EY's internal websites and can also be easily found with a simple internet search. The hotline link is prominently displayed on EY's internal websites and can also be easily found with a simple internet search. We have demonstrated our commitment to the Code of Conduct and the hotline through ad hoc training and communications across the EY network.

Planet

Topic	Metrics	EY disclosure
Climate change	7. GHG emissions	The EY Italia network reduced emissions by 21% in FY22 compared to FY19 (baseline). Information on the emissions of the EY Italia Scope 1, 2 and 3 network and details on the EY emissions reduction ambition are available on page 32 and page 74 . More information on the seven actions to achieve EY's SBTi-validated ambition of becoming net zero in 2025 can be found here .
	8. TCFD implementation	Findings from the global TCFD risk assessment have been integrated into EY Risk Management procedures and EY's global response to CDP Climate Change. We are currently updating our global TCFD risk assessment to better understand the quantitative impact of climate-related risks and opportunities, involving representatives from EY Real Estate, Travel, Procurement, Risk Management, Sustainability, Corporate Responsibility, Strategy and Sector teams. Globally, we expect to release a comprehensive TCFD report in the coming months. The report will include a scenario and impact analysis with the application of a sector lens.
Nature loss	9. Land use and ecological sensitivity	Eight EY offices worldwide, representing approximately 1% of EY offices and approximately 1% of EY's global workforce, are located in Key Biodiversity Areas (KBAs). The offices located on the Italian territory are not included in the key areas of biodiversity. As a global network of member firms, EY headquarters are predominantly located in major urban and commercial centres. The position selection process is driven by proximity to EY clients, the talent pool and business cases; key selection criteria include well-located A-class buildings within the city that meet customer needs, internal governance and workforce enablement. We are pleased that the recent analysis has confirmed that the majority of offices are not located in or near key biodiversity areas. Over time, land use management action plans will be developed to reduce our impact on key biodiversity areas and support the local communities where we operate. We also recently updated the venue selection process to align with EY's sustainability efforts.
Freshwater availability	10. Water consumption	Over the past year, EY globally completed a WRI water risk assessment and, since last year, has expanded the assessment to include all of EY's 850 offices globally. The WRI assessment found that 24% of EY offices, representing 40% of the total headcount of EY member firms, are located in areas of high or extremely high water stress. The main risks identified were groundwater stress, associated untreated wastewater and limited sanitation. In FY22, we implemented a global data management system to track water usage. Water stewardship action plans will be developed to reduce our consumption, further reduce water-related risks and support the local communities in which we operate, particularly those in areas with high or extremely high basic water stress.

People

Topic	Metrics	EY disclosure
Dignity and equality	11.Pay equality	<p>In 2022, EY launched a standard methodology for analysing pay equity in all locations around the world, to ensure that each member company applies a uniform methodology to evaluate the compensation levels of men and women for all employees, except where they are required local statutory methodologies.</p> <p>EY is committed to paying people fairly and has processes and policies that focus on fair compensation. Remuneration for EY employees is designed to be competitive in the marketplace and be linked to the individual's work experience and performance, while also being internally fair, meaning that EY people should be paid similarly when performing similar work.</p> <p>For further information on pay equality, please refer to page 50.</p>
	12.Wage level	<p>An entry wage assessment was performed which confirmed that 100% of EY employees are paid above the applicable jurisdiction's minimum wage.</p>
	13.D&I	<p>We are committed to cultivating an environment where all differences are valued, practices are equitable, and everyone experiences a sense of belonging. To enable this, we have expanded our global Self-ID capabilities for EY people and are supporting a Generation Valuable initiative to make companies more inclusive for people with disabilities. We also continue to utilise our centres of excellence and work with clients to support their own neurodiversity programmes. Our focus on diversity extends as far as the EY partnership, where we are implementing strategies to ensure greater balance across race and gender.</p> <p>Refer to page 54 for more details on D&I at EY and to page 77 for data on diversity in the workforce.</p>
	14.Risks for incidents of child, forced or compulsory labour	<p>Since EY issued the Global Human Rights statement in 2021, we have developed initiatives to further strengthen EY's commitment to respect and defend human rights. Over the past year, EY globally has:</p> <ul style="list-style-type: none">▸ Developed a training course for all EY people to further promote understanding of human rights in the business context. The training will start from FY23.▸ Reviewed client and engagement acceptance and retention procedures and identified opportunities to further incorporate human rights considerations.▸ Conducted a review of key global vendors on topics including modern slavery and provided additional training resources to vendors.▸ Developed listening sessions with EY people to understand key human rights questions and topics. These sessions will launch in FY23. <p>Just as the EY Global Code of Conduct sets the standards of ethical behavior expected of every EY person, the EY Supplier Code of Conduct does the same for EY suppliers.</p> <p>The EY Supplier Code of Conduct outlines EY's expectations on issues such as sustainability, human rights, modern slavery and child labour. Suppliers are required to verify their compliance with the standards in the RFI/RFP phase (and to reaffirm it at the time of contract execution). In the RFI/RFP phase, the answers to questions about environmental and social sustainability are evaluated and weighted and influence our supplier selection.</p> <p>Additionally, the EY Supplier Portal gives EY procurement professionals visibility into both current and prospective supplier capabilities. Suppliers who meet certain spending thresholds complete a self-assessment questionnaire so that EY can better understand the suppliers' social and environmental policies, practices and certifications. The questions cover topics such as modern slavery, certifications, monitoring standards in the supply chain.</p>
Health and wellbeing	15.Health and safety	<p>The health and safety of EY people are paramount. To this end, policies and procedures are in place to ensure workplace safety. Work-related fatalities and injuries are not monitored globally, as the risk of injury in EY's operations is low. However, they are monitored locally in Italy. Furthermore, EY has specific services to support people's mental and physical health. Please see pages 45, 55, 56 and 57 for further details.</p>
Skills for the future	16.Training provided	<p>EY enables all people to prepare for the future by developing new skills, thanks to large investments in training. Refer to pages 51, 52 and 76 for data on training programmes.</p>






Prosperity

Topic	Metrics	EY disclosure
Employment and wealth generation	17. Absolute number and rate of employment	Data on the absolute number and the occupancy rate are available on page 77 .
	18.Economic contribution	In FY22, the revenues of the EY Italia network amounted to €758,000. A significant portion of the revenues was used to pay wages and benefits to employees and compensation to owners. The value distributed to the community by the EY Foundation, thanks to the support of the EY Italia network, in FY22 amounted to €476,481, of which €463,031 in donations, €12,200 in sponsorships with a social purpose and €1,250 in association contributions.
	19. Financial investment contribution	With reference to IAS 7 (Statement of Cash Flow) and in particular to the flows generated by the “Investing Activities” and “Financing Activities” categories and considering the portion of investments deriving from the acquisition of financial investments functional to the business, the total value for the EY Italia network in FY22 amounted to €10,916,000.
Innovation of better products and services	20.Total R&D expenses	The EY Italia network contributes to global R&D investments. Globally, EY invested \$3.2 billion in audit quality, innovation, technology and people in FY22, as part of a three-year \$10 billion investment commitment announced in FY21. Please refer to page 26 of the EY Global Sustainability Report EY Value Realised for further information on our focus on innovation and on our efforts.
Community and social vitality	21.Total tax paid	In FY22, the total value of EY Italia network fees amounted to €298,176,000.

We reaffirm EY's commitment to the Ten Principles of the United Nations Global Compact (UNGC).

Support for the UNGC Ten Principles and the UN Sustainable Development Goals

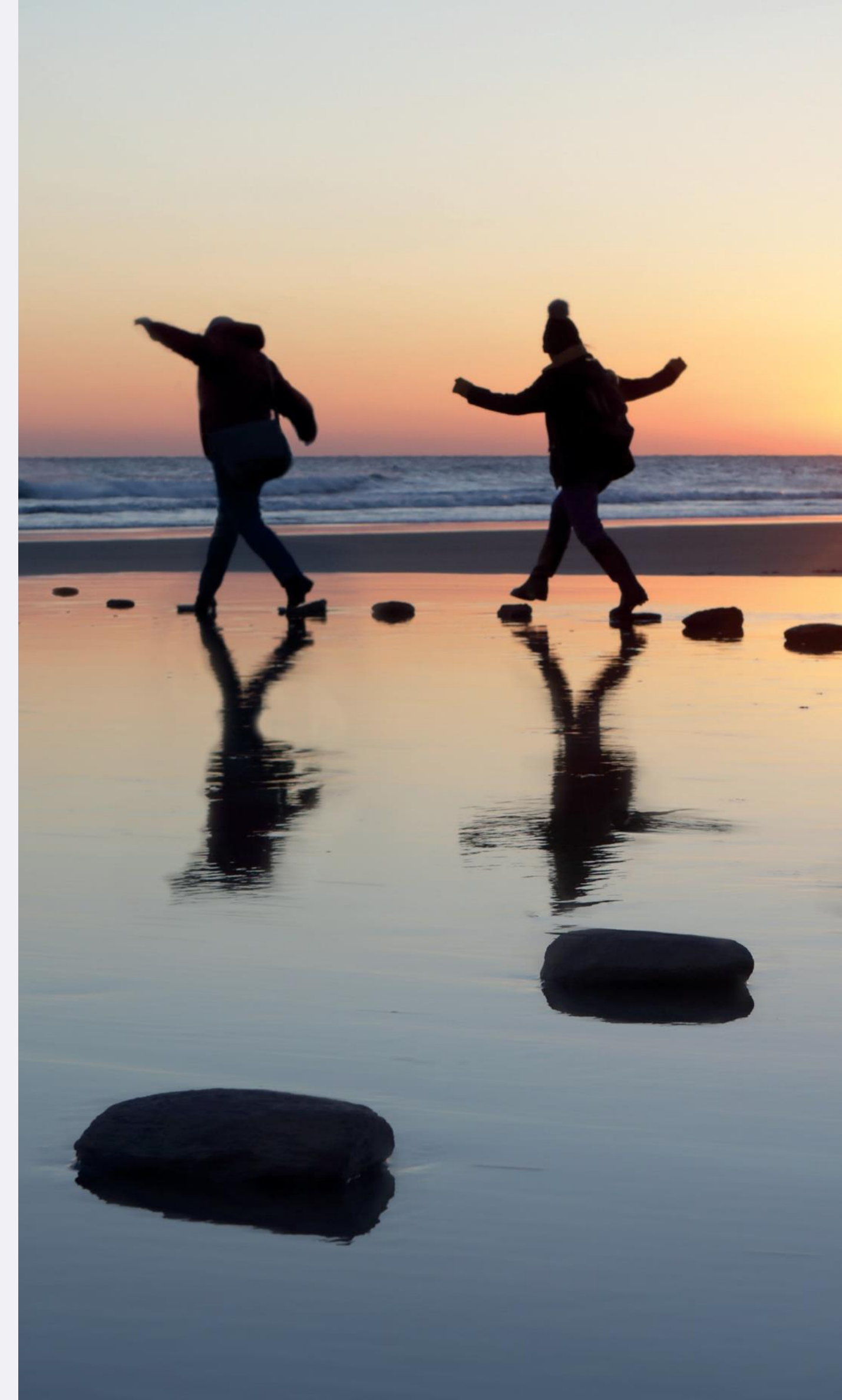
UNGC principle	EY commitment		SDG impact
Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>Since EY issued the Global Human Rights statement in 2021, we have developed initiatives to further strengthen EY's commitment to respect and defend human rights. Over the past year, EY globally has:</p> <ul style="list-style-type: none">▶ Developed a training course for all EY people to further promote understanding of human rights in the business context. The training will start from FY23.▶ Examined client and engagement acceptance and retention procedures and identified opportunities to further incorporate human rights considerations.▶ Conducted a review of key global vendors on topics including modern slavery and provided additional training resources to vendors.▶ Carried out sessions with EY people to understand key human rights questions and topics. These sessions will launch in FY23. <p>Just as the EY Global Code of Conduct sets the standards of ethical behavior expected of every EY person, the EY Supplier Code of Conduct does the same for EY suppliers.</p> <p>The EY Supplier Code of Conduct outlines EY's expectations on issues such as sustainability, human rights, modern slavery and child labour. Suppliers are required to verify their compliance with the standards in the RFI/RFP phase (and to reaffirm it at the time of contract execution). In the RFI/RFP phase, the answers to questions about environmental and social sustainability are evaluated and weighted and influence our supplier selection.</p> <p>Additionally, the EY Supplier Portal gives EY procurement professionals visibility into both current and prospective supplier capabilities. Suppliers who meet certain spending thresholds complete a self-assessment questionnaire so that EY can better understand the suppliers' social and environmental policies, practices and certifications. The questions cover topics such as modern slavery, certifications, monitoring standards in the supply chain.</p>	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>4QUALITY EDUCATION</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div><div>17PARTNERSHIPS FOR THE GOALS</div></div>
	2. make sure that they are not complicit in human rights abuses	Please see UNGC principle No. 1.	

UNGC principle	EY commitment		SDG impact
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Please refer to the Global Human Rights statement .	
	4. the elimination of all forms of forced and compulsory labour	Please see UNGC principle No. 1.	
	5. the effective abolition of child labour; and	Please see UNGC principle No. 1.	
	6. the elimination of discrimination in respect of employment and occupation.	<p>In 2022, EY launched a standard methodology for analysing pay equity in all locations around the world, to ensure that each member company applies a uniform methodology to evaluate the compensation levels of men and women for all employees, except where they are required local statutory methodologies.</p> <p>EY is committed to paying EY people fairly and has processes and policies that focus on fair compensation. Remuneration for EY employees is designed to be competitive in the marketplace and be linked to the individual's work experience and performance, while also being internally fair, meaning that EY people should be paid similarly when performing similar work.</p> <p>For further information on pay equality, please refer to page 50.</p>	
Environment	7. Businesses should support a precautionary approach to environmental challenges;	For further information on how EY is having a positive impact on the planet, please refer to pages 32 to 36.	
	8. undertake initiatives to promote greater environmental responsibility; and		
	9. Encourage the development and diffusion of environmentally friendly technologies.		  

UNGC principle	EY commitment		SDG impact
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Throughout their career, all EY people are required to complete mandatory anti-corruption training. In addition, starting this fiscal year, anti-corruption training will need to be conducted annually.</p> <p>The EY Global Code of Conduct sets standards of ethical behavior expected of every EY person, including in relation to building relationships with colleagues and clients, how services are delivered, and how to protect EY's reputation.</p> <p>The Code identifies the resources to which questions about unethical or illegal behavior can be addressed, it was recently updated to reflect EY's commitment to inclusiveness and diversity and its dissemination is supported by an extensive internal communication and training programme.</p> <p>To further ensure that the Code of Conduct is embedded in the culture of the organisation, EY people must complete an annual statement stating that they have read, understand and will act in accordance with the Code of Conduct. This includes the responsibility of EY people to take action when behavior that falls short of the principles contained in the Code is observed.</p> <p>EY is committed to fighting corruption in all its forms.</p> <ul style="list-style-type: none">► The role of EY Global Ethics & Compliance Leader was created, within the Global Risk Management function, reporting to the EY Global Risk Management Leader. The role has, amongst other things, the responsibility of disseminating and communicating the Code of Conduct, as well as monitoring the completion of the annual Code affirmation process.► EY has also been named Global Financial Crime Leader. This person oversees the design and implementation of EY's first-line anti-corruption policies and procedures as well as compliance monitoring. The role reports to the EY Global Risk Management Leader.► There are several EY policies and guidelines to deal with financial crime and other types of corruption, such as the Anti-Bribery & Corruption policy, the hospitality and gifts policy, the conflicts of interest policy, etc. which are supported by a robust training and communication programme. The Global Anti-Bribery & Corruption Policy is also accompanied by a compliance programme and all partners and employees of EY member companies are required to complete the relevant training.► EY has the NOCLAR policy, a global policy that codifies the expectation that EY people report concerns about corruption or other behavior that does not comply with the EY Global Code of Conduct.► In addition to a strong internal culture, EY member firms operate in a highly regulated environment that includes strict reporting obligations (including self-reporting) of misconduct. <p>Externally, EY continues to play an important role in fighting corruption and other forms of financial crime, for example through the provision of EY Forensic & Integrity Services that help clients balance business goals and risks, build compliance programmes and data ethics and, more generally, to develop a culture of integrity.</p> <p>EY also continues to engage with the World Economic Forum's Community Partnering Against Corruption Initiative (PACI). Over the years, PACI's focus has evolved to address financial crime issues more broadly, and EY continues to occupy a seat on the Gatekeeper's task force that examines these issues more closely.</p>	<div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div>17PARTNERSHIPS FOR THE GOALS</div></div>

09

GRI Content Index



GRI Content Index

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102-51	Date of the most recent report	This document represents the first sustainability report of the EY Italia network
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GRI Content Index

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GRI Content Index

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103-1	Explanation of the material topic and its perimeter	42, 43
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103-3	Evaluation of the management methods	
Work conditions		
103-1	Explanation of the material topic and its perimeter	48-57
103-2	The management methods and their components	
103-3	Evaluation of the management methods	

10

Facts and figures

In EY we define our success broadly - we measure the value we create for our stakeholders (people, society and clients) alongside our financial performance.



The country of the future

Social value

EY Ripples, EY's Corporate Responsibility programme, is anchored in the long-term global goal of positively impacting one billion people by 2030. The data shown below refer to the EY network in Italy.

Lives impacted*		
	FY21	FY22
Total	553,000	482,000

*The “lives impacted” figures include assessments of the direct and indirect beneficiaries of EY Ripples initiatives - for example, both the leaders of impactful businesses and the client base they serve - and are weighted by depth and level of impact.

Investments for the community

	FY21	FY22
EY Volunteers	1,211	1,186
Initiatives implemented	38	42
Value distributed to the community* (€)	260,800	476,481

*The value distributed to the community by the EY Foundation, thanks to the support of the EY Italia network, in FY22 amounted to €476,481, of which €463,031 in donations, €12,200 in sponsorships with a social purpose and €1,250 in association contributions.

We calculate and monitor our greenhouse gas emissions to validate progress towards our ambition to become net zero by 2025.

Greenhouse gas emissions*

	FY19	FY20	FY21	FY22
Total emissions Location Based (tCO2e)	13,691	10,594	10,508	11,259
Total emissions Market Based (tCO2e)	14,214	11,172	10,787	11,256
Scope 1 (tCO2e)	314	376	303	489
Scope 2 Location Based (tCO2e)	1,144	1,240	1,674	1,311
Scope 2 Market Based (tCO2e)	1,668	1,818	1,953	1,308
Scope 3 (tCO2e)	12,233	8,978	8,531	9,459

*To accurately report emissions and removals, the EY Italia network has identified the main sources of emissions, taking into consideration the GHG Protocol Corporate Accounting and Reporting. The relevant emission categories were identified on the basis of the relevance of each category, identified by considering a multi-criteria analysis. Considering that the activity does not have production plants and that the activities are mainly office activities at the offices or at customers' premises, the categories with the greatest impact concern: emissions from employee commuting and teleworking, from business travel (especially from private cars and plane) and electricity consumption. Following a reporting improvement process, due to third-party audits carried out for some of the Legal Entities of the EY Italia network, the following categories were also included in the calculation in FY22:

- **Capital Goods:** relating to emissions related to the capital goods purchased by the organisation;
- **Fuel- and energy-related activities:** emissions related to energy network losses;
- **Waste:** emissions related to the management and treatment of industrial and municipal waste;
- **Employee Commuting:** emissions related to the home-work commute of employees.

emissions related to the home-work commute of employees. Furthermore, emissions from land use change are not considered relevant since all the offices of the EY Italia network are located in urban areas and are not newly built. For FY22, the following categories have been calculated:

Purpose	Source
Scope 1 <i>Direct GHG emissions</i>	<ul style="list-style-type: none">➤ Stationary combustion: natural gas, diesel.➤ Mobile combustion: company cars.➤ F-Gas refill: refill of refrigerant liquid in refrigeration equipment.
Scope 2 <i>Energy indirect GHG emissions</i>	<ul style="list-style-type: none">➤ Energy supply: electricity and heat purchased from the grid.
Scope 3 <i>Other indirect GHG emissions</i>	<ul style="list-style-type: none">➤ Associated with purchased products: purchase of goods for office or IT use.➤ Purchase of Capital Goods: Purchase of leased products (notebooks).➤ Fuel- and energy-related activities (not included in Scope 1 or Scope 2): losses in the energy grid and upstream phase of the fuels considered in Scope 1.➤ Waste: industrial and municipal waste.➤ From transport: business trips by private car, train, plane, taxi and urban public transport.➤ Employee Commuting and employee teleworking.

Energy consumption annual performance summary fy22 (GJ)

Fuel consumption from non-renewable sources					
	UoM		UoM		Source
Natural Gas (used for heating workplaces)	Sm3	147,128.31	GJ	5,292.96	Defra 2021
Methane (used for fuelling vehicles)	Sm3	0	GJ	-	
Diesel (used for heating workplaces, powering generators, motor pumps for fire-fighting boosters, pressure washers)	l	290	GJ	10.42	
Diesel (used for fuelling vehicles)	l	51345	GJ	1,845.35	
Benzine (used for fuelling vehicles)	l	8408	GJ	274.05	
Total fuel consumption from non-renewable sources			GJ	7,422.78	-
Indirect electricity consumption					
	UoM		UoM		Source
Purchased electricity consumption	kWh	5,165,744.86	GJ	18,596.68	Defra 2021 - tab Conversion
of which from a certified renewable source	kWh	2,391,301.04	GJ	8,608.68	
Procured heat consumption	kWh	241,960.73	GJ	871.06	
Total Indirect energy consumption			GJ	19,467.74	-
TOTAL ENERGY CONSUMPTION			GJ	26,890.52	-

The company of the future

Client value

We help clients grow, optimise and protect value.

Episodes of corruption confirmed and actions taken in the EY Italia network

	FY20	FY21	FY22
Number of episodes of corruption	0	0	0

We certify the sustainability of our work through an ESG certification plan. The following table shows the certifications already held by the legal entities of the EY Italia network as at FY22.

ISO9001	Quality management systems
ISO 20000	IT services management
ISO27001	Data and information security management system
ISO37001	Anti-corruption system
SA8000	Corporate social responsibility
ISO45001	Occupational health and safety management system
ISO14001	Environmental management system
ISO14064	Carbon footprint

The people of the future

People value

We are committed to delivering on our promise to all EY people: "The exceptional EY experience – it’s yours to build". We do this by providing the support, experience and opportunities our people need to build their careers at and beyond EY.

The data shown below refer to the EY network in Italy.

Training

	FY20	FY21	FY22
Training hours supplied	220,008	316,089	344,027
Training hours per person	44.4	64.4	52.5

Average annual training hours per person according to rank

Rank*	FY20	FY21	FY22
PPEDD**	19	49	42.3
Senior Manager/Associate Director	32	66	53.3
Manager/Assistant Director	38	68	60.0
Supervisory Associate/Senior Associate/Senior	41	78	51.5
Staff/Assistant/Associate	47	43	58.9
Intern	17	8	17.6
Administrator	2	4	5.5

Average annual training hours per person according to gender

	FY20	FY21	FY22
Men	32	49.7	54.9
Women	29	47.1	50

• Does not include contractors
** PPEDD - Partners/Principals/Executive Directors/Directors

Average annual training hours per person according to the Legal Entity

	Total training hours			Average training hours		
	FY20	FY21	FY22	FY20	FY21	FY22
EY SpA	119,309.05	168,051	174,224	66	72	84
EY Advisory SpA	68,676.82	101,061	96,502	33	38	39
Tax Law Firm	18,775.56	23,525	26,659	29	31	35
Global Shared Services srl	4,945.49	7,935	8,618	17	24	26
EY Business School	1,842.44	1,911	1401	37	41	48
Business & Technology Solutions srl	6,458.43	10,817	23,778	63	38	45
Teorema Engineering srl	-	2,789	2351	-	32	37
EY Engineering and Technical Services srl	-	-	244	-	-	22
EY IFI Security s.r.l.	-	-	146	-	-	6.5

Number of people as at 30/06 per Legal Entity

	FY20	FY21	FY22
EY SpA	1781	1767	1988
EY Advisory SpA	2011	2055	2537
Tax Law Firm	631	660	741
Global Shared Services srl	282	300	310
EY Business School	48	41	29
Business & Technology Solutions srl	96	234	488
EY Teorema Engineering srl	N/A	63	62
EY Engineering and Technical Services srl	N/A	N/A	10
EY IFI Security s.r.l.	N/A	N/A	24

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

New people hired from 1 July to 30 June	Gender	Age	FY20	FY21	FY22	Trend FY21-FY22
	Women	< 30 years	320	531	1000	88%
		Between 30 and 50 years	34	144	245	70%
		> 50 years	2	27	6	-78%
	Total number of women		356	702	1251	78%
	Men	< 30 years	294	467	1146	145%
		Between 30 and 50 years	60	206	314	52%
		> 50 years	3	31	20	-35%
	Total number of men		357	704	1480	110%
	Total number of people		713	1406	2731	94%

*Excluding SLT permanent partners, employees and consultants are included, while internships and contractors.

Total number and turnover rate by age group and gender*

Employment contract terminations from 1 July to 30 June	Gender	Age	FY20	FY21	FY22	Trend FY21-FY22
	Women	< 30 years	481	302	423	40%
		Between 30 and 50 years	277	220	276	25%
		> 50 years	12	13	7	-46%
	Total number of women		770	535	706	32%
	Men	< 30 years	515	316	406	28%
		Between 30 and 50 years	326	244	379	55%
		> 50 years	24	19	30	58%
	Total number of men		865	579	815	41%
	Total number of people		1635	1114	1521	37%

Number and People rate by age group and gender*

Number of people as at 30 June	Gender	Age	FY20	FY21	FY22	Trend 2021-2022
	Women	< 30 years	1249	1242	1466	18%
		Between 30 and 50 years	1271	1072	1328	24%
		> 50 years	185	173	185	7%
	Total number of women		2705	2487	2979	20%
	Men	< 30 years	1301	1157	1461	26%
		Between 30 and 50 years	1426	1247	1513	21%
		> 50 years	320	230	236	3%
	Total number of men		3047	2634	3210	22%
	Total number of people		5752	5121	6189	21%

FY22 governance bodies data

	Total	Women	Men	Under 30 years	Between 30 and 50 years	More than 50 years
EY S.p.A.						
Board of Directors	6	33.3%	66.6%	0%	33.3%	66.6%
EY Advisory S.p.A.						
Board of Directors	10	40%	60%	0%	50%	50%
Tax Law Firm						
Board of Directors	5	20%	80%	0%	0%	100%
EY Business School s.r.l.						
Board of Directors	5	20%	80%	0%	20%	80%
Global Shared Services s.r.l.						
Board of Directors	3	33.3%	66.6%	0%	0%	100%
EY Teorema Engineering s.r.l.						
Board of Directors	5	0%	100%	0%	20%	80%
EY Business&Technology Solution s.r.l.						
Board of Directors	5	0%	100%	0%	40%	60%
EY Engineering and Technical Services s.r.l.						
Board of Directors	3	0%	100%	0%	33.3%	66.6%
EY IFI Security s.r.l.						
Board of Directors	3	0%	100%	0%	66.6%	33.3%

Workforce data* - by role FY22

	Women	Men	Under 30 years	Between 30 and 50 years	More than 50 years
Client-serving					
Partner	16%	84%	0%	47%	53%
Executive Director	17%	83%	0%	81%	19%
Senior Manager	37%	63%	0%	94%	6%
Managers	44%	56%	6%	90%	3%
Senior	48%	52%	51%	46%	3%
Staff/Assistant	52%	48%	84%	15%	1%
Administrative (all CBS)	72%	28%	14%	55%	31%
Support services within EY, such as: Area leadership, Technology; Talent; Finance; Brand, Marketing and Communications; Knowledge; Markets and Risk Management					
Director	64%	36%	0%	36%	64%
Associate Director	30%	70%	0%	63%	37%
Assistant Director	77%	23%	0%	73%	27%
Supervising Associate	68%	32%	6%	63%	30%
Senior Associate	68%	32%	5%	62%	33%
Associate	66%	34%	49%	40%	11%

*Excludes interns and contractors.

Financial value

Our ability to achieve our ambition and fulfil our purpose depends on our financial, sustained and sustainable success.

Revenues by Service Line (€)

	FY21	FY22	FY21 vs. FY22
Assurance	233,354,926	257,331,980	+10.3%
Tax and Law	115,296,577	131,593,289	+14.1%
Consulting	216,055,013	249,342,080	+15.4%
Strategy and Transactions	74,423,337	91,704,582	+23.2%
People Advisory Services	25,722,700	28,361,884	+10.3%

The document was drawn up by the Corporate Responsibility & Sustainability function with the support of EY professionals from the Climate Change and Sustainability Services (CCaSS) network

EY has established a global team of experts known as the EY Sustainability Team - Climate Change and Sustainability Services (CCaSS). It is made up of professionals who support organisations worldwide in their path to improve their economic, environmental and social performance through actions aimed at supplementing ESG (Environmental, Social and Governance) factors within the business.

The mission of the CCaSS team is to propose ideas and solutions to integrate sustainability into the business, with the ultimate goal of increasing competitiveness and supporting the long-lasting profitability of organisations.

In Italy, the team operates with over 130 people across Milan, Rome and Bologna. It has a multi-skilled workforce with specialist skills in a number of disciplines and carries out both advisory activities and assurance activities on reports for medium-large Italian and foreign clients, belonging to a number of business areas, in the public and private sectors.



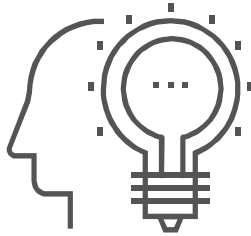
EY is the Official Training Partner for Italy of the Global Reporting Initiative (GRI), the international organisation that publishes the most widely used standards for non-financial reporting worldwide. In the last 5 years, we have trained around 250 students, mostly from important Italian companies.

The global Climate Change & Sustainability Services (CCaSS) network has over 2000 professionals, with over 130 consultants throughout Italy.

These include the CCaSS team dedicated to clients in the Financial Services sector.



16 EY offices in Italy with
3 OFFICES dedicated to sustainability:
MILAN | ROME | BOLOGNA



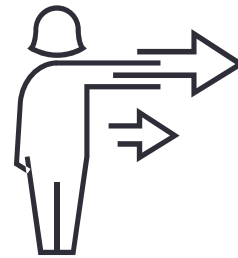
THE LARGEST TEAM IN EUROPE
Professionals with over 20 years of experience



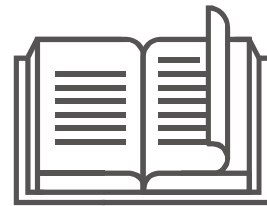
More than 2,200 PROJECTS
150 strategic consultancy projects
380 management systems
70 Stakeholder engagement projects



+130 PEOPLE DEDICATED
to sustainability in Italy



60% WOMEN MANAGERS
50% women
50% under 30
40% between 30 and 50 years



500 REPORTS
300 Sustainability reports
200 Limited audits

The main services offered:

- ▶ Consultancy and support in the process relating to the **reporting** of the Sustainability initiatives (or **Environmental, Social, Governance - ESG**) of clients (e.g., Sustainability Reports, Non-Financial Disclosures, Sustainable Bond Reports, TCFD Reports) and related processes (stakeholder engagement, materiality of ESG topics)
- ▶ Consulting and support in the process of integrating **ESG** criteria into clients' **core** and **business strategies** and processes (e.g., risk, investments, product catalogue)
- ▶ **Limited audit** of non-financial reporting (Non-Financial Disclosure, Sustainability Reports, Sustainable Bond), to assist clients in providing adequate and transparent information about ESG performance and improve their positioning in the market

The **ever-changing regulatory context** and the ever-growing number of requests from the Regulator make it necessary to devise **integrated cross-service line solutions** aimed at pooling sectoral technical skills, with a more quantitative profile, with climate change & sustainability skills to be able to **respond to the needs of our customers**.

Cross service line integrated approach