

Transparency Report 2026

EY Accountants B.V.



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



Shape the future
with confidence

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Tom de Kuijper
EY Accountants B.V.
Country Assurance
Managing Partner

Introduction

In today's world, with geopolitical tensions, climate change and rise of technology, there is constant change. In this world, trust is becoming more and more important. And despite the rise of technology, human interaction and having a human in the loop remains critical for technology to succeed and build trust. We are in a unique position to help our clients and other stakeholders. EY is in the business of trust, and we are proud of where we are, of the quality we deliver day in day out.

Leaders play a critical role in setting the tone at the top. Across our organization, audit quality remains a top priority. We embed a culture of quality by encouraging continuous learning, open dialogue, professional challenge and accountability across our organization. High-quality audits create long-term value and strengthen stakeholder confidence. Our auditors contribute to that confidence by gaining a deep understanding of an entity's business and risk profile, objectively analysing data and evidence, and applying a consistent audit methodology supported by robust quality management processes.

Shaping the future with confidence

Over the past year, we have continued to execute the EY strategy, *Shape the Future with Confidence*. Within this strategy, we recognize that Artificial Intelligence, cybersecurity and digital resilience are reshaping the business environment in which our clients operate. We are therefore investing not only in innovative technologies, but also in a broader multidisciplinary approach in which our audit practice works closely together with other subservice lines, including Cyber, Technology Risk and Sustainability.

This collaboration reflects EY's **All in** strategy and enables us to bring together diverse expertise to address increasingly complex risks and opportunities facing our clients and society. By combining audit, technology and sustainability, we are strengthening our ability to serve the public interest while helping organizations navigate an increasingly complex and interconnected environment. At the same time, we are building greater resilience, equipping organizations to adapt, innovate and thrive in a rapidly changing world.

Future of Audit. Now.

Our ambition extends well beyond technology alone. **Future of Audit. Now.** represents a fundamental transformation of how audits are designed, executed and experienced. While technology is a powerful enabler, we believe that sustainable quality improvements can only be achieved when technology, people and processes work together. Through continued investments in our people, methodology and technology, we are modernizing the audit experience while reinforcing the critical role of professional judgment and scepticism.

A key milestone in this journey has been the global deployment of enterprise-scale agentic AI capabilities within Assurance. By integrating agentic AI into our global audit platform, we are making a fundamental shift toward AI-transformed audits. Supported by a modern audit approach, streamlined processes and a single global technology platform, our professionals can leverage advanced analytics and intelligent automation to gain deeper insights, enhance risk assessment and improve audit quality. Advanced data analytics enable auditors to better understand an entity's environment and operations, resulting in better informed audit decision-making, stronger risk assessments and higher-quality audit outcomes.

These investments form part of a multi-year audit transformation journey that will continue to strengthen audit quality, increase confidence in audit execution and conclusions, and improve the experience for both our professionals and our clients.

Investing in our System of Quality Management

Further strengthening our System of Quality Management (SQM) has remained a key priority throughout the year. Quality management is not a one-time exercise, but an ongoing process of monitoring, learning, improving and adapting. By leveraging insights from internal and external inspections, root cause analyses and (global) EY initiatives, we continue to strengthen the effectiveness and resilience of our SQM.

Examples of outcomes of both internal and external inspections are:

- We receive feedback on thematic reviews from the AFM;
- The PCAOB review was concluded with satisfactory results for all three inspected engagements;
- 98.4% of the reviewed engagements in our internal audit quality review are without significant findings and are sufficient;
- In our annual evaluation of SQM we conclude that we are 'in control'.

Our investments are aimed at consistently delivering high-quality audits in an increasingly complex and rapidly changing environment. We are committed to continuously improve and maintain the trust placed in us by investors, regulators, audit committees and other stakeholders.

Strengthening integrity and culture

Integrity remains a non-negotiable foundation of our profession. During the past year, we conducted an extensive root cause analysis following the investigation into academic integrity. The insights gained from this analysis are translated into a program, which is now being actively implemented across our organization.

These measures focus on strengthening our culture, fostering a stronger speak-up and listen-up environment, reinforcing ethical behaviour and removing practical barriers that may hinder the right conduct. We continue to engage openly and constructively with regulators and other stakeholders as we advance this program and further embed our values and expected behaviours throughout the organization.

Our handling of the academic integrity case underscores that trust lies at the heart of our profession and is never taken for granted. Trust is something we should earn every day.

Looking ahead

Looking ahead, we remain focused on strengthening audit quality, investing in our people and technology, and helping our clients navigate an increasingly complex environment with confidence. These priorities define who we are and how we create value for our stakeholders.

As the business environment continues to evolve, shaped by technological innovation, increasing complexity and rising stakeholder expectations, we will continue to invest in our people, our capabilities and our System of Quality Management. By combining professional judgment, innovation and a strong culture of accountability, we aim to help our clients navigate change with confidence while maintaining the trust placed in our profession.

Quality will remain at the heart of everything we do, underpinning every engagement and every decision. Equally important are the values that guide our actions each day, fostering integrity, collaboration, inclusiveness and a commitment to doing the right thing. By staying true to these priorities, we will continue to build a stronger, more resilient organization that creates long-term value for clients, our people and society.

I am proud of our people that are working on this every day, learning from previous cases and mistakes to do it even better tomorrow. Together, as a team. Our people, supercharged with technology make a difference. Every day.

Rotterdam, 22 October 2026

Tom de Kuijper
Chair Board of Directors
EY Accountants B.V.

Statement of the Board of Directors

The policymakers confirm their responsibility for designing and maintaining the system of quality management. This system, as described in this Transparency Report, aims to provide reasonable assurance that EY Accountants B.V. and its personnel are fulfilling their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and engagements are being conducted in accordance with such standards and requirements and that reports being issued by EY Accountants B.V. and Partners are appropriate in the circumstances. As set out in this report, EY Accountants B.V. has evaluated and further improved the system of quality management over the last year taking into account EY Global System of Quality Management Baseline which is based on ISQM1.

The Transparency Report was discussed and adopted in the meeting of the Board of Directors on 22 October 2026. We discussed and evaluated our system of quality management in our meeting on 22 October 2026.

Based on our evaluation, the policymakers confirm the following:

- On 30 June 2026 the System of Quality Management provides reasonable assurance that the objectives of the system of quality management are being achieved;
- An internal review of compliance with independence regulations has been conducted;
- An effective policy concerning the continuing education of our statutory auditors and other professional staff is in place.

Rotterdam, 22 October 2026

Tom de Kuyper (Chair)
Nout van Es
Marita de Hair
Sharon Heijmen-Orvan
Tom Wiffrie



Report of the Supervisory Board of EY Nederland B.V.

Introduction

During the 12 months under review, the Supervisory Board (SB) of EY Nederland B.V. carried out core duties and responsibilities related to overseeing the activities of the Executive Board of EY Nederland B.V. and of the board of EY Accountants B.V. (EYA). These included monitoring the quality of the audit services provided, in accordance with the Dutch Audit Firms Supervision Act (et toezicht accountantsorganisaties, Wta).

In this context, we oversaw efforts to promote good governance and monitored the public interest function of EYA, as well as the long-term value creation of EY Netherlands as a whole. We also supervised the quality policy, risk management, and ethical and controlled management of EY Nederland B.V. and EYA.

We discussed the actual and potential consequences of the ongoing uncertainty in the market with the boards of EY Nederland B.V. and EYA and continue to monitor the geopolitical and economic situation.

Some of our priorities for FY26 were related to audit quality in Assurance, developments in the other service lines, the intensified supervision phase with regards to academic integrity, and the impact of artificial intelligence (AI) and other technological developments.

Meetings

Supervisory Board

The SB met a total of 15 times. In addition to five regular SB meetings, a further nine were held to discuss specific matters such as the remuneration of and succession to members of the Executive Board of EY Nederland B.V. and the EYA Board as well as the appointment of external accountants. At the end of the financial year, we held a full-day off-site meeting. The SB first met alone and then with the Executive Board, to consider the past year and to look ahead.

The main topics discussed during the course of the year are outlined below.

Major strategic and transactional developments

As part of their responsibilities, the Executive Board looks at how the EY Global strategy can be applied in the Netherlands. During the year under review, in consultation with the SB, strategic focus was further streamlined with specific attention being paid to three key topics: AI, Resilience and Advisory at Scale.

Artificial Intelligence

As part of our consideration of technological developments, we looked at the potential implications of AI for the business model, talent structure and the long-term positioning of EY. We also considered the opportunities of AI as part of our services to support our clients. In this, the Executive Board has opted for an approach whereby EY itself is treated as a 'client zero'. As such, EY is an early adopter of its own products, services and tooling. This decision includes associated investments in AI as well as due diligence considerations.

Resilience

Separate consideration was given to the organization's own resilience, crisis governance and decision making. This included clarification of roles and mandates as well as documentation requirements in exceptional circumstances.

Integrated advisory services

This aspect of the strategy includes expanding the consultancy offering of EY. In this context, we monitored the acquisition of Bluefield and the associated governance considerations.

Assessment and remuneration

We reflected on the conclusions of research carried out among organizations of public interest (OOB) by the Dutch Authority for the Financial Markets (AFM) into establishing an appropriate remuneration policy that promotes and safeguards the quality of statutory audits. Where necessary, we adjusted some elements of the assessment and remuneration process of members of the Executive Board of EY Nederland B.V. and the EYA Board.

Succession planning

Our discussions covered these short-term succession positions within the Executive Board:

- Following Stephan Lauers' retirement as an EY partner at the end of FY26, Zeynep Deldag has joined the Executive Board.
- Danny Oosterhoff's appointment by the Global Executive as Global Deputy Vice Chair Tax created a vacancy on the Executive Board, which has been filled by the appointment of Dirk Stalenhoef as a member of the Executive Board, effective 1 September 2026.
- On the EYA Board, Auke de Bos has been succeeded by Nout van Es, Andre Wijnsma by Tom Wiffrie, and Hanneke Overbeek-Goeseije by Sharon Heijmen-Orvan.

We also discussed long term succession matters with respect to the Executive Board and the EYA Board. In addition, we considered the matter of longer-term succession through structured talent review and partner development. With respect to our own SB, we completed a succession process for Patrick Rottiers, whose second term ends in November 2026. This process resulted in the proposed appointment of Steven Claes as his successor, effective 12 November 2026. We also carried out a Self-Evaluation with external support.

External auditor

In consultation with the external auditor BDO in February, we reviewed the audit plan. In October, prior to publication of this Annual Report, we also discussed the Management Letter and Board Report with BDO.

EYA Board

In three formal meetings with the Board of EYA, we reviewed progress on KPIs. Other topics included:

- The annual Transparency Report 2025/2026.
- The annual review of the quality policy and the results of the evaluation of Internal quality inspections.
- The impact of AI on the audit profession, quality and delivery models.
- Regulatory developments, including supervision by the AFM and other

regulators, and the implications for EY Accountants.

- Employee nominations for promotion to external auditor.

Work Council

Our annual meeting with the Works Council focused on topics related to culture, working conditions and conditions of employment. We also discussed cooperation with the Executive Board, changes in the organization and succession for key positions. In addition, the Chair of our Talent & Remuneration Committee maintained regular contact with the Works Council on behalf of the SB.

Other meetings and contacts

As members of the SB, we participated in a range of EY-related internal and external meetings and events. We also maintained contacts with the broad stakeholder base, such as representatives of the region Europe West, partners, employees and external stakeholders, including the regulator.

All members of the SB attended the SB meetings with no member being frequently absent.

Training

During the course of the year, all SB members took part in internal and external training sessions. These included web-based learning on EY's Global Code of Conduct as well as on Data Protection and Information Security, and Financial Crime. In addition, four classroom sessions were held on the following topics:

- Cybersecurity, outsourcing and IT continuity.
- Geopolitical and national political developments.
- AI including a visit to the 'Four futures of AI' set up in EY's Amsterdam office.
- Culture and Supervision.

Duties and powers

The duties and powers of the SB are laid down in the Charter of the Supervisory Board EY Nederland B.V. A copy of the original Dutch document can be found on the website, together with the View on Supervision.

Independence

Under the Charter of the Supervisory Board EY Nederland B.V., SB members are required to be independent in both their actual deeds and in how these are seen by others. Four of the five SB members qualify as independent as intended in the SB charter. This is fully in line with the SB profile in the charter.

The duties and powers of the SB determine the role of its members under the prevailing independence rules. The Independence Officer of EY Netherlands monitors both the personal and financial independence of SB members. No decisions were taken by the SB in which a conflict of interest occurred, as defined in the relevant articles of the SB's charter.

Composition

On 15 October 2026, the SB of EY Nederland B.V. consisted of four independent members and one non-independent member. To help ensure that we are able to fulfil our role as SB, the members represent a combination of competencies, expertise, experience and professional backgrounds. They are also diverse with respect to their personalities, age and gender. We outline how we have organized our supervisory duties below.

Committees

The SB has four permanent committees:

- Assurance Quality Committee (AQC)
- Audit & Risk Committee (ARC)
- Public Interest Committee (PIC)
- Talent & Remuneration Committee (TRC)

Assurance Quality Committee

The Assurance Quality Committee (AQC) held four meetings focused primarily on audit quality and regulatory oversight. Topics covered included:

- The results of internal and external quality assurance reviews, including AQR outcomes and SQM testing.
- Follow up on academic integrity during the phase of intensified supervision.
- Regulatory developments, including AFM, PCAOB and CSRD related investigations, data-driven supervision and forthcoming regulatory standards.
- Signals and incidents, litigation and

- disciplinary matters.
- Thematic discussions, for example with regard to the Verklaring Omtrent Risicobeheersing (statement on risk management).

Audit & Risk Committee

The five meetings of the Audit & Risk Committee (ARC) concentrated on risk management, internal control and financial reporting. Areas covered by the ARC included monitoring quality compliance, risk assessment, budgeting and planning, as well as financial accounting and reporting. The committee also assisted the SB in fulfilling its responsibilities for the supervision of periodic reports by the second line (Risk Management) and the third line (Internal Audit). One of the meetings was with external auditors, to discuss audit planning and results. Specific topics discussed by the ARC were, for example:

- Priority Network Risks.
- Risk Management and Compliance reports, and their follow-up.
- Internal Audit and Dutch Audit Firms Supervision Act (Wta) Officer reports and their follow up.
- Compliance, independence, AML, data protection and ethics, including reviewing roles and tasks within those second-line functions.
- The in-control reporting and statement.
- Financial statements.
- Financial budgets, results, forecasts, alignment between management reporting and statutory reporting, including the budget for FY27.

Public Interest Committee

One of the four meetings of the Public Interest Committee (PIC) focused on the topics of geopolitical, macroeconomic and societal developments. This included the outcome of the Dutch national elections, and their relevance to EY's positioning and advisory role.

Other PIC meetings covered a broad range of societal and stakeholder-related topics, such as:

- The role of EY in the public interest.

- Stakeholder engagement developments across service lines.
- External profiling, media exposure and brand positioning, including with respect to sustainability, AI and resilience.
- The results of the Double Materiality Analysis.
- Priorities for strengthening impact and visibility in the public domain.

Talent & Remuneration Committee

The Talent & Remuneration Committee (TRC) met four times to discuss topics focused on leadership, succession and people matters. These included:

- The assessment, evaluation and remuneration of members of the Executive Board and the EYA Board.
- Succession planning and preparation of structured succession plans and timelines for Board and SB members.
- Talent strategy, diversity and inclusion objectives, and progress against strategic talent KPIs.
- Results of employee satisfaction surveys and the associated actions to be taken.
- The potential impact of AI on the workforce composition and future talent scenarios.
- Developments within and signals from the Works Council.

To help determine executive performance and remuneration, the TRC also held performance reviews with the members of the Executive Board and the EYA Board.

Special Committee: Board Oversight Group Academic Integrity

Over the past period, in consultation with the Executive Board, the SB commissioned an investigation into academic integrity. A special temporary SB committee, the Board Oversight Group Academic Integrity (BOGAI), continued to oversee the period of intensified supervision, meeting regularly as a committee and with representatives of the steering committee Academic Integrity. In doing so, BOGAI was supported by Internal Audit, which provided independent, outside-in advice and issued a conclusion on the workstreams and proposed measures.

Annual reports

Financial Statements

The EYA Board prepared their Financial Statements.

The Financial Statements were audited by the external auditor, BDO. The SB discussed the findings with BDO in the presence of representatives of the EYA Board. The SB approved the Financial Statements of EYA on 15 October 2026.

Transparency Report

Together with EYA policymakers, the SB reviewed the draft version of the EYA Transparency Report 2025/2026, which will be published in October 2026. We believe that the tone and text of this report are in line with our own observations and are satisfied that it is representative of the way the EYA Board has embedded a broad range of socially relevant topics related to organizational quality.

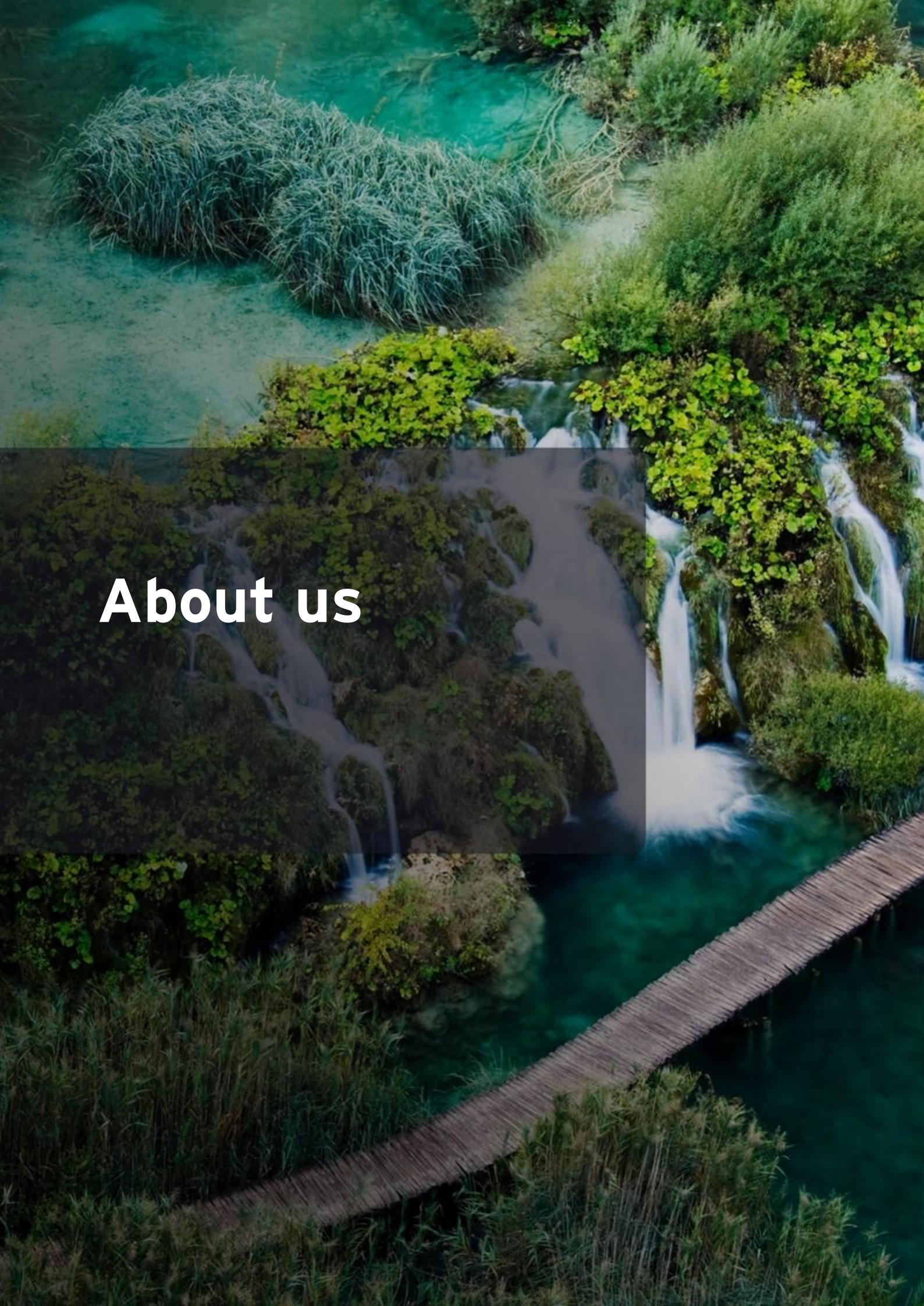
A word of thanks

As SB, we would like to thank Stephan Lauers, Danny Oosterhoff, Auke de Bos, Hanneke Overbeek-Goeseije and Andre Wijnsma for their valuable contribution and their years of service. At the same time, we welcome Zeynep Deldag, Dirk Stalenhoef, Nout van Es, Sharon Heijmen-Orvan and Tom Wiffrie, and wish them well in their new positions.

We also want to take this opportunity to express our gratitude for the hard work carried out by all the members of the Executive Board, the EYA Board, and the Dutch partners and employees. We thank them for their openness and responsiveness to change, their continued commitment to EY stakeholders and their dedication to delivering excellence to our clients.

Amsterdam

Richard van Zwol
Lineke Sneller
Yasemin Tumer
Patrick Rottiers
Jeanine Tijhaar



About us

About us

Legal structure, ownership and governance

In the Netherlands, EY Accountants B.V. is a limited liability company incorporated in Rotterdam, the Netherlands and is a member firm of Ernst & Young Global Limited, a UK company limited by guarantee (EYG). In this report, we refer to ourselves as “EYA,” “we,” “us” or “our.” EY refers collectively to the global organization of the member firms of EYG.

EY member firms are grouped into three geographical Areas: Americas; Asia-Pacific; and Europe, Middle East, India and Africa (EMEIA) (Areas). The Areas comprise multiple regions (Regions). Regions are groupings of EY member firms along geographical lines. There are 10 EY Regions.

EY member firms in the Netherlands are part of the EMEIA Area. Within the EMEIA Area, there are five Regions. EY member firms in the Netherlands are part of the Europe West Region.

Ernst & Young EMEIA Limited (EMEIA Limited), an English company limited by guarantee, is the principal coordinating entity for the EY member firms in the EMEIA Area. EMEIA Limited facilitates the coordination of these firms and cooperation between them, but it does not control them. EMEIA Limited is a member firm of EYG, has no financial operations and does not provide any professional services.

Each Region elects a Regional Partner Forum (RPF), whose representatives advise and act as a sounding board to Regional leadership. Selected members of the RPF serve as the Region’s representative(s) on the Global Governance Council (see page 15).

In Europe, there is a holding entity, EY Europe SRL (EY Europe). EY Europe is a limited liability company (SRL or BV) incorporated in Belgium. It is an audit firm registered with the Institut des Reviseurs d’Entreprises (IRE-IBR) in Belgium, but it does not carry out audits or provide professional services.

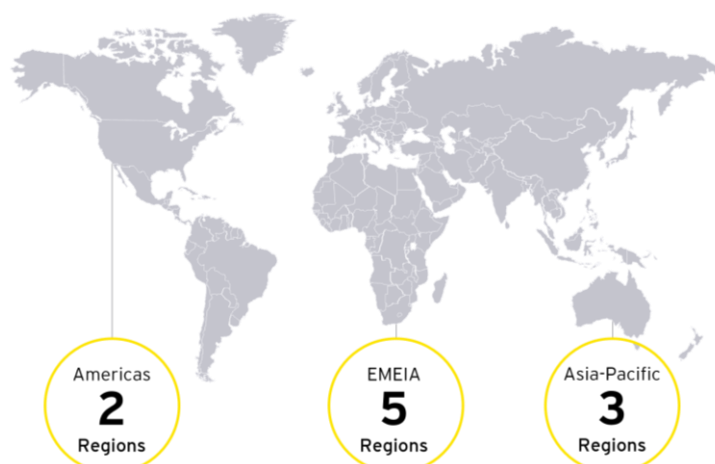
To the extent permitted by local, legal and regulatory requirements, EY Europe has acquired or will acquire voting control of the EY member firms operating in Europe. EY Europe is a member firm of EYG. EY Europe acquired voting control of EY Nederland B.V. as of 29 June 2024.

The board of directors of EY Europe is composed of senior partners of EY member firms in Europe. It has authority and accountability for strategy execution and management of EY Europe. Partners of the EY member firms in the European Economic Area (EEA) and several other countries hold interests in EY Europe.

EMEIA Ethics Oversight Committee

The EMEIA Ethics Oversight Committee strives to create an environment that encourages all EY people to act responsibly, including reporting potential misconduct without fear of retaliation. The EMEIA Ethics Oversight Committee also provides guidance on ethics governance, assesses emerging ethics risks, supports the continuous improvement of ethics practices and training, and evaluates responses by the EMEIA Member Firms to ethical matters for fair and consistent enforcement and imposition of consequences for violations of the Global Code of Conduct and other ethical standards applicable to EMEIA Member Firms.

EY Areas and Regions*



Structure

EY Nederland B.V. holds all shares in EY Accountants B.V., EY Europe Srl. holds the votes (voting shares) in EY Nederland B.V. The NL-partners - through EY Nederland Coöperatief U.A. - indirectly hold the equity rights (non-voting shares) in EY Nederland B.V. EY Nederland B.V. also holds all shares in EY Belastingadviseurs B.V. and EY Adviseurs B.V.

Organization

The EY member firms in the Netherlands operate from 10 offices in the Netherlands and comprise:

- EY Nederland B.V.
- EY Belastingadviseurs B.V. - tax services
- EY Adviseurs B.V. - Consulting, Strategy and Transactions (EY-Parthenon)
- Ernst & Young Actuarissen B.V. - actuarial services
- Ernst & Young CertifyPoint B.V. - independent and impartial certification
- Ernst & Young Vat Rep B.V. - VAT representation
- EY Accounting, Compliance & Reporting B.V. - compilation services
- EY Finance B.V. - financial and digital transformation services

These EY member firms (including EYA) are collectively referred to as EY Netherlands in this report.

EY Belastingadviseurs B.V. has a strategic alliance with HVG Law B.V. HVG Law B.V. is not part of EY Netherlands.

EY Nederland B.V. coordinates and facilitates EY's activities in the Netherlands but does not provide services to external clients. The economic profits generated by EYA and by all direct and indirect Dutch subsidiaries of EY Nederland B.V., including EY Adviseurs B.V. and EY Belastingadviseurs B.V., are ultimately distributed among the partners through EY Nederland B.V.

Organizational Structure

EYA comprises the Assurance service line, which includes Audit and Assurance Advisory services.

Assurance Advisory includes the sub-service lines Technology Risk, Climate Change and Sustainability Services (CCaSS), Financial Accounting Advisory Services (FAAS) and Forensic & Integrity Services (F&IS). In addition, and aligned with the applicable rules, regulations and regulatory framework, Assurance Advisory services are performed by FAAS, F&IS, CCaSS and Technology Risk.

Our Assurance practice is divided into five regions (Randstad North, Randstad South, South, Central-Northeast and Financial Services). The EYA Board is supported by colleagues across the country to ensure an appropriate demographic and industry-based spread within our Netherlands Assurance practice. In general, each region is supported by a Clients & Industry (C&I) Leader, a Senior Quality Ambassador & Operations Leader and a Talent & Experience Leader.

The sub-service lines are generally organized in a similar way to the regions. In addition, sub-service line leaders have reporting lines into our Europe West organization.

The regional and sub-service line C&I Leaders, Senior Quality Ambassadors, Operations Leaders, and Talent & Experience Leaders collaborate, consult and coordinate in functional teams under the direction of the respective portfolio holders (for C&I, Quality, Operations or Talent) within the EYA Board. This shifts our governance to a functionally driven operating model.

The regional and sub-service line leaders are appointed by the EYA Board.

Governance in the Netherlands

EY Nederland B.V. is governed by a Board of Directors appointed by EY Europe following a binding nomination of the Supervisory Board. During the fiscal year 2025/2026, Patrick Gabriëls (Chair, Country Managing Partner in the Netherlands), Tom de Kuijper (Chair of EYA), Danny Oosterhoff (CFO, Chair EY Belastingadviseurs B.V.), Stephan Lauers (Chair of EY Adviseurs B.V.) and Saskia van der Zande (COO, Managing Partner Core Business Services) were the Board members of EY Nederland B.V. As per 3 July 2026, Stephan Lauers stepped down.

As per 4 July 2026, Zeynep Deldag (Chair of EY Adviseurs B.V.) has been appointed as a Board member of EY Nederland B.V. Effective 1 September 2026, André Wijnsma (former EYA board member) assumed the role of CFO. As per the same date Dirk Stalenhoef has become Managing Partner of EY Belastingadviseurs and joined the Executive Board of EY Nederland B.V. as successor of Danny Oosterhoff.

Governance of the Audit Firm

The Board of Directors of EYA is responsible for the reputational, financial and commercial standing of our firm as cornerstones of its sustainable success.

The Board of Directors of EYA manages our firm's operational and financial effectiveness, its compliance with laws, local and international professional standards and audit regulations, the implementation of our assurance strategy, methodology and tools, and the sufficiency of our resources.

The members of the Board of Directors of EYA were appointed by EY Nederland B.V. following a binding nomination of the Supervisory Board of EY Nederland B.V. During the reporting year 2025/2026, Tom de Kuijper (Chair) was board member of EYA. On 1 April 2026, Auke de Bos (Professional Practice Director) stepped down, and Nout van Es (Professional Practice Director) was appointed as member of the board of EYA. Marita de Hair is also a member of the EYA Board. Initially, Operations was in her portfolio. After André Wijnsma (Markets) stepped down as a member of the EYA Board as per 1 February 2026, Marita took over his portfolio. Tom Wiffrie has been appointed as a board member of EYA as per 1 February 2026 and has Operations in his portfolio. Hanneke Overbeek (Talent) was a board member of EYA in the reporting year 2025/2026 and stepped down as per 3 July 2026. As per 4 July 2026, Sharon Heijmen-Orvan (Talent) has been appointed as a board member of EYA.

Policy and Co-Policymakers

On 22 October 2026, the following persons were the policymakers and co-policymakers (beleidsbepalers and medebeleidsbepalers) at EYA.

Policymakers:

- The five members of the Board of Directors of EYA mentioned above
- Patrick Gabriëls, Chair of EY Nederland B.V.

- Zeynep Deldag, member of the Board of Directors of EY Nederland B.V.
- Dirk Stalenhoef, member of the Board of Directors of EY Nederland B.V.
- Saskia van der Zande, member of the Board of Directors of EY Nederland B.V.

Co-policymakers:

- Bridget Walsh, EY's EMEIA Area Managing Partner
- Alessandro Davi, EY EMEIA Professional Practice Director
- Rudi Braes, EY Europe West Regional Managing Partner
- Céline Eydieu-Boutte, EY Europe West Assurance Leader
- The five members of the Supervisory Board of EY Nederland B.V.

The Supervisory Board of EY Nederland B.V.

The task and responsibility of the Supervisory Board is to supervise (the policy of) the Board of Directors of EY Nederland B.V. and the Board of Directors of EYA as well as the general state of affairs concerning EY Nederland B.V. and its affiliated companies. The Supervisory Board provides advice to the Board of Directors of EY Nederland B.V. and the Board of Directors of EYA on the above matters. In fulfilling its duties, the Supervisory Board focusses on the interests of EY Nederland B.V. and its affiliated companies (including the partners/professionals and the employees) and on the public interest within EYA to safeguard the quality of statutory audits.

During the fiscal year 2025/2026, the Supervisory Board consisted of four external, independent members and one non-independent member. Richard van Zwol is the chair of the Supervisory Board. Lineke Sneller, Yasemin Tümer and Jeanine Tijhaar are the other independent members of the Supervisory Board. The non-independent member is Patrick Rottiers.

The Supervisory Board reports on its activities during the fiscal year 2025/2026 in the Annual Report 2025/2026 of EY Nederland B.V. and in this Transparency Report.

Network arrangements

EY is a global leader in assurance, tax, strategy and transactions, and consulting services. Worldwide, more than 415,000 EY people share a commitment to building a better working world, united by shared values and an unwavering commitment to quality, integrity and professional scepticism. In today's global market, the seamlessly integrated EY approach is particularly important in providing high-quality multinational audits, which can span nearly every country in the world. This approach supports EY member firms to develop and draw upon the range and depth of knowledge and experience required to perform such diverse and complex audits.

EYG coordinates the various activities of the EY member firms and promotes cooperation among them. EYG does not provide services, but its objectives include the promotion of exceptional high-quality client service by EY member firms worldwide. Each EY member firm is a separate legal entity. Each EY member firm's obligations and responsibilities, as a member of EYG, are governed by the regulations of EYG and various other agreements.

As part of the **All in** strategy, EY streamlined its structure and now has 10 Regions. This structure helps enable focused investments, including those related to EY's audit transformation journey. For EYA's audit clients, we believe this structure further supports the multidisciplinary approach their audits require, with access to the same high-quality, consistent, and connected range of services across Assurance and other EY service lines.

The structure and principal bodies of the global EY organization, described below, reflect the principle that EY, as a global organization, has a common shared strategy.

At the same time, the EY network operates on a Regional level within the Areas. This operating model allows for greater focus on stakeholders in the Regions, permitting EY member firms to build stronger relationships with clients in each country, and be more responsive to local needs.

Global Governance Council (GGC)

The GGC is a key governance body of EYG, providing input to the Global Executive and exercising approval rights over certain matters affecting the EY Network. It evaluates matters of strategic significance, public interest, quality and risk management. Through its approval authorities, responsibilities and engagement with

the Global Executive (GE), the GGC helps promote the effectiveness of the decisions of the Global Executive. During FY26, the GGC comprised one or more representative(s) from each Region, other at-large representatives from EY member firms and independent non-executives (INEs). The Regional representatives, who otherwise do not hold senior management roles, were elected by their RPFs, for a three-year term, with the ability to be reappointed for one additional three-year term. The GGC representatives of EY US were members of its elected governing board.

As of 1 July 2026, the structure and scope of the GGC has been amended. In particular, the GGC now comprises elected representatives from each Region (at least one per Region and elected to serve the term(s) described above), up to three INEs and the Chair and CEO of EYG. The concept of "at-large representatives" no longer exists. The GGC has an enhanced role in the governance of EYG but day-to-day operation of EYG remains the responsibility of the GE.

Independent Non-Executives (INEs)

Until FY26, up to six global INEs were appointed to the GGC from outside EY. As of 1 July 2026, the GGC includes up to three INEs. The global INEs are senior leaders, either from the public or the private sector, and reflect diverse geographic and professional backgrounds. They bring to the global organization, and the GGC, the significant benefit of their varied perspectives and depth of knowledge. Global INEs are members of the Public Interest Committee of the GGC. The Public Interest Committee's responsibilities include advising on public-interest aspects of decision-making and stakeholder dialogue, considering issues raised under whistleblowing policies and procedures, and participating in quality and risk management discussions. The global INEs are nominated by a dedicated committee, approved by the GE and ratified by the GGC.

Global Executive (GE)

The GE brings together EY leadership functions, service lines and geographies. It is chaired by the Chair and CEO of EYG and includes the following.

- Global Managing Partners of Client Service, Business Enablement, Growth & Innovation, and Business Administration & Risk
- Area Managing Partners
- Global Vice Chair – Talent
- Global Vice Chair – Clients & Industries

- Global Vice Chair – Strategy
- Global Vice Chair – Alliances & Ecosystems
- Global service line leaders – Assurance, Consulting, Strategy and Transactions (EY Parthenon), and Tax
- Chair of the EY Growth Markets Council

The GE and the GGC approved nominations for the Chair and CEO of EYG and certain other appointments. As of 1 July 2026, given changes to the scope and structure of the GGC, the GGC and GE jointly run the process for nominating and appointing the Chair and CEO of EYG.

The GE's responsibilities include the promotion of global objectives and the development, approval and, where relevant, implementation of:

- Global strategies and plans
- Common standards, methodologies and policies to be promoted within EY member firms
- People initiatives, including criteria and processes for admission, evaluation, development, and reward and retirement of partners
- Quality improvement and protection programs
- Proposals regarding regulatory matters and public policy
- Policies and guidance relating to EY member firms' service to international clients, business development, and markets and branding
- EY development funds and investment priorities
- EYG's annual financial reports and budgets
- GGC recommendations on certain matters

The GE is also updated regularly on priorities related to the System of Quality Management and on issues that may require its attention. Further, the GE has the power to mediate and adjudicate disputes between EY member firms.

Global Practice Group

The Global Practice Group brings together the members of the GE, and leaders from the service lines, geographies, sectors and functions. It seeks to ensure a common understanding of EY's strategic objectives to drive global connectivity and consistent execution across the organization.

EY member firms

Under the regulations of EYG, EY member firms commit to pursuing EY objectives, such as the provision of high-quality services worldwide. To that end, they undertake the implementation of global strategies and plans, and work to maintain the prescribed scope of service capability. They are required to comply with common standards, methodologies and policies, including those relating to audit methodology, System of Quality Management, risk management, independence, knowledge sharing, talent and technology.

Above all, EY member firms commit to conducting their professional practices in accordance with applicable professional and ethical standards, and all applicable requirements of law. This commitment to integrity and doing the right thing is underpinned by the EY Global Code of Conduct and EY values (see page 23).

Besides agreeing to comply with the regulations of EYG, EY member firms enter into several other agreements covering aspects of their membership in the EY organization, such as the right and obligation to use the EY name and share knowledge among EY member firms.

EY member firms are subject to reviews to evaluate adherence to EYG requirements and policies governing issues, such as independence, risk management, audit methodology and talent. EY member firms unable to meet quality commitments and other EYG membership requirements may be subject to termination from the EY organization.



System of Quality Management

System of Quality Management

The System of Quality Management underscores EY's commitment to transparency, continuous improvement, and the consistent application of rigorous audit standards and regulatory requirements. It also reinforces a strong culture of quality and establishes a clear tone at the top, defining leadership responsibilities and accountabilities related to quality.

The Global System of Quality Management Operations function, led by the Global System of Quality Management Operational Leader, is responsible for developing and continuously enhancing the System of Quality Management for EY member firms to adopt and customize based on local considerations. While EY member firms are ultimately responsible for establishing and maintaining a System of Quality Management, the Global System of Quality Management Operations Function provides active support through:

- Developing policies and procedures aligned with current quality management regulations
- Updating baseline quality objectives, risks and responses (e.g., controls)
- Providing a comprehensive annual risk assessment framework to identify supplemental member firm specific quality objectives, risks, and responses
- Defining the methodology to conclude on the effectiveness of EY member firms' System of Quality Management
- Delivering tools, guidance, and training to support the execution of key activities

The Global System of Quality Management Monitoring and Analysis function, led by the Global System of Quality Management Monitoring and Analysis Leader, complements these efforts by evaluating monitoring activities and identifying themes and insights. This helps EY member firms proactively address emerging risks.

The Global System of Quality Management Leaders remain focused on adherence to evolving international quality standards including preparation for the implementation of Public Company Accounting Oversight Board (PCAOB) Quality Control (QC) 1000, effective 15 December 2026.

In the context of ISQM 1 and the annual evaluation of our System of Quality Management, EYA refers to EY Accountants B.V. performing audits or reviews of financial statements, or other assurance or related services engagements.

Our role as auditors

EY member firms' commitment to providing high-quality audits is foundational to the EY Global All in strategy and central to their role in building trust and transparency in financial reporting and serving the public interest. Maintaining a reputation for providing independent, objective, and high-quality professional audit services is a top priority and fundamental to their success as auditors.

At EYA, our role as auditors is to obtain assurance on the fair presentation of the financial statements. We assemble qualified, multidisciplinary teams with deep industry knowledge and experience to deliver audit services. We remain committed to continuously enhancing our quality and risk management processes to maintain high and consistent service quality.

While the market and stakeholders continue to demand high-quality audits, they also expect increasing efficiency and effectiveness in delivery. EY continues to enhance its audit methodology and processes to meet these expectations while improving audit quality.

There is an EY quality review process to understand where EY member firms' audit quality may not meet internal expectations or those of stakeholders, including those of regulators. This includes leveraging insights from external inspections, internal inspections and other monitoring activities, and analysing the root causes of quality occurrences and positive quality outcomes to drive continuous improvement of audit quality.

Designing, implementing and operating a System of Quality Management

ISQM 1 requires a proactive, risk-based approach to quality management by requiring EY member firms to design, implement and operate a System of Quality Management. It also requires EY member firms to evaluate the effectiveness of their System of Quality Management at least annually.

The standard establishes requirements related to governance, leadership and culture, emphasizing accountability. It includes a risk assessment process that focuses on identifying and addressing risks that could impact engagement quality. Additionally, ISQM 1 requires ongoing monitoring to identify deficiencies, to implement corrective actions, and to provide the basis for evaluating the overall effectiveness of the System of Quality Management.

ISQM 1 outlines an integrated and iterative approach to the System of Quality Management based on the nature and circumstances of the member firm and the engagements it performs. It also reflects evolving practices and operating models (e.g., use of technology, network and multidisciplinary firms).

The EY approach is to design, implement and operate a System of Quality Management that is applied consistently across the entire network of EY member firms. This consistency supports both engagement quality and operational effectiveness, which is particularly important in a global economy where audits are often transnational and involve collaboration across member firms. To support these efforts, EY member firms have access to a range of global resources, including policies, methodologies, technologies and programs.

System of Quality Management roles

To enable the design, implementation and operation of the EYA's System of Quality Management, individuals are assigned to System of Quality Management roles. These individuals have the appropriate experience, knowledge, influence and authority and sufficient time to fulfil their System of Quality Management roles and are accountable for fulfilling their responsibilities.

System of Quality Management roles and responsibilities are defined in the Global System of Quality Management policies to drive consistency in the execution of EYA's System of Quality Management. For individuals in EY

member firm or regional leadership roles, there are accountability frameworks that outline how they will be held accountable for their System of Quality Management-related responsibilities, as well as other quality-focused activities, and how those responsibilities are linked to their performance ratings.

Key roles within the System of Quality Management include:

Ultimate responsibility and accountability: The Country Managing Partner and the Country Assurance Managing Partner are the individuals assigned ultimate responsibility and accountability for the System of Quality Management including evaluating and concluding on its effectiveness.

Operational responsibility for the System of Quality Management: The SQM Operational Committee, which is formed by the Assurance Managing Partner (chair), the Function leaders for Quality, Talent and Operations, the Independence Leader, the Risk Management Leader, the Quality Enablement Leader (QEL), the FSO leader and the Service line leaders from Tax, Consulting and SaT, is assigned operational responsibility for the System of Quality Management. This includes overseeing the remediation process and recommending the System of Quality Management annual evaluation conclusion to the Country Managing Partner and the Country Assurance Managing Partner.

Operational responsibility for compliance with independence requirements: The NL Independence Leader is the individual assigned operational responsibility for compliance with independence requirements.

Operational responsibility for monitoring the System of Quality Management: The SQM Oversight Committee, which is chaired by the Professional Practice Director (PPD) and comprises the Compliance Leader as SQM Monitoring Leader, the QEL, the deputy PPD, the NL Independence Leader and the Risk Management Leader, is assigned operational responsibility for monitoring the System of Quality Management. This includes overseeing the monitoring process and concurring with or proposing changes to the recommended System of Quality Management annual evaluation conclusion.

Effectiveness: annual evaluation

The Country Managing Partner and Country Assurance Managing Partner, on behalf of EYA, are required to evaluate the System of Quality Management annually, as of 30 June, and conclude on its effectiveness in accordance with the Global System of Quality Management Annual Evaluation policy.

This evaluation is based on whether EY A's System of Quality Management provides reasonable assurance that:

- EYA and its people are fulfilling their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and engagements are being conducted in accordance with such standards and requirements.
- Reports being issued by the member firm and Partners in Charge (PICs) are appropriate in the circumstances.

The evaluation of the effectiveness of the System of Quality Management uses information from monitoring activities performed during the year, including the following:

- Tests of System of Quality Management controls
- Internal and external engagement inspections
- Other monitoring activities, such as testing compliance with independence requirements, evaluating relevant regulator observations and reviewing matters reported through the Ethics Hotline

Professional judgment is used to assess monitoring results, and determine whether findings, individually or in combination, constitute a deficiency. Identified deficiencies require root-cause analysis, an assessment of severity and pervasiveness and remedial actions to be identified. If a severe deficiency is identified, a member firm would determine whether the effect of the deficiency was corrected, and the actions taken by 30 June 2026 were effective, in determining its System of Quality Management annual evaluation conclusion.

System of Quality Management annual evaluation conclusion as of 30 June 2026

The annual evaluation conclusion for EYA as of 30 June 2026 is that the System of Quality Management provides reasonable assurance that the objectives of the System of Quality Management are being achieved.



Components of our System of Quality Management

Components of our System of Quality Management

In the following sections, we describe the components of the System of Quality Management at EYA:



System of Quality Management risk assessment process

EYA has designed and implemented a risk assessment process to establish quality objectives, identify and assess quality risks, and design and implement responses to address the quality risks, as required by ISQM 1. This process is performed annually and aligns with Global System of Quality Management policies. To promote consistency across the network while allowing scalability and adaptability based on the specific facts and circumstances of each member firm, Global System of Quality Management baseline Quality Objectives, Quality Risks and Responses have been developed. These baselines are established by representatives of EY Global Leadership (including Global Assurance Leadership) based on input from functional and service line groups at the Global, Area and Region level. Global System of Quality Management baselines include:

- System of Quality Management baseline Quality Objectives
- System of Quality Management baseline Quality Risks
- System of Quality Management baseline Responses

- System of Quality Management baseline Resources (e.g., global policies or technologies that mitigate an EY System of Quality Management baseline Quality Risk)
- System of Quality Management baseline Controls to be designed and implemented to mitigate an EY System of Quality Management baseline Quality Risk

This year, the concept of High Impact Quality Risks was introduced into the risk assessment process. High Impact Quality Risks are quality risks that are considered to be most important to the System of Quality Management. Certain System of Quality Management baseline Quality Risks related to the components of (1) Governance and leadership and (2) Relevant ethical requirements have been designated as EY System of Quality Management baseline High Impact Quality Risks.

Global System of Quality Management baselines, including High Impact Quality Risks, are presumed to be applicable to every member firm performing ISQM 1 engagements. However, EY member firms are responsible for evaluating these baselines to determine whether they should be supplemented or adapted to ensure they are appropriate to the firm's specific circumstances.

EYA reviewed the Global System of Quality Management baselines and performed the following:

- Accepted or rejected the Global baseline Resources and Controls after appropriate analysis of the facts and circumstances. In the case of rejection of Global baseline Resources and Controls, preliminary discussion and agreement with the Area/Region SQM Leadership is required
- Together with the Area/Region SQM Leadership, identified the level of execution of Global baseline Controls
- Customized accepted Global, Area and Region baseline Controls

The review of the Global System of Quality Management baselines considered the facts and circumstances of EYA, including, the nature and operating characteristics of EYA, the types of engagements performed and systemic trends from monitoring activities within the System of Quality Management.

In addition to reviewing the Global System of Quality Management baselines, EYA determined if additional quality objectives, quality risks or responses were necessary. Based on the review of these baselines EYA adheres to the EY Global System of Quality Management baseline Quality Objectives, Quality Risks and Responses to drive consistency.

Governance and leadership

Tone at the top

EYA's leadership is responsible for setting the right tone at the top and demonstrating the EY commitment to building a better working world through behaviour and actions. While the tone at the top is vital, EY people also understand that quality and professional responsibility start with them, and that, within their teams and communities, they are leaders too. EY shared values, which inspire EY people and guide them to do the right thing, and the EY commitment to quality are embedded in who we are and in everything we do.

The EY culture strongly supports collaboration and places emphasis on the importance of consultation in dealing with complex or subjective accounting, auditing, reporting, regulatory and independence matters.

The EY approach to expected behaviour, business ethics and integrity is contained in the EY Global Code of Conduct, the EY Global Values and other policies, and is embedded in the EY culture of consultation, training and internal communications. Senior leadership reinforces the importance of performing quality work, complying with professional standards, adhering to EY policies and leading by example. In addition, EY member firms assess the quality of professional services provided as a key metric in evaluating and rewarding EY professionals.

To measure the culture of quality across EY member firms and provide EYA with valuable insights into the perceptions of the culture of quality, including tone at the top, collaboration, workload management and ethical behaviour, a Global Quality Survey is conducted annually. The

results support EYA leadership in identifying potential areas for improvement and investment as we strive to deliver high quality in our engagements and to our clients.

The 2026 survey results for EYA indicate that EYA people recognize that the tone at the top, as set by leadership, reflects a strong commitment to quality, and that EYA values and recognizes contributions to quality. The results also highlight a well-established culture of consultation, coaching, and continuous quality improvement.

Global code of conduct

We promote a culture of integrity among EY professionals as well as those working with EY. The EY Global Code of Conduct provides a clear set of principles for all EY people to guide our actions and our business conduct. The EY Global Code of Conduct is divided into five categories:

1. Working with one another
2. Working with clients and others
3. Acting with professional integrity
4. Maintaining our objectivity and independence
5. Protecting data, information and intellectual capital

Through EY policies and procedures designed to support compliance with the EY Global Code of Conduct, and through frequent communications, we strive to create an environment that encourages all EY people to act responsibly, including reporting misconduct without fear of retaliation.

EY maintains a comprehensive annual compliance and ethics learning program for all EY people globally, including mandatory training on Independence, Financial Crime, the EY Global Code of Conduct, and Data Protection. Additionally, all EY people are required to complete an annual Code of Conduct attestation, reinforcing adherence to EY's values, ethical principles, and professional obligations.

In the 2026 Global Quality Survey, 96% of Dutch respondents indicated that if they were asked to do something they believe would compromise professional or ethical standards, they would raise concerns to their team, those in leadership roles, or through the EY Ethics Hotline.

Accountability frameworks

The accountability frameworks of EY put quality into action and outline how EY member firm partners, principals, associate partners, executive directors, managing directors, directors and leaders will be held accountable for their quality and risk management focused activities *and System of Quality Management related responsibilities*, and how those responsibilities link to their performance ratings.

The global accountability framework is applicable to all EY member firm partners, principals, associate partners, executive directors, managing directors, directors, no matter their role, service line or location. Supplementing this framework are two additional frameworks:

- A framework covering individuals in leadership roles at the member firm and regional level, which is applicable for all service lines and functional leadership roles
- An Assurance specific framework

Collectively, these three accountability frameworks set clear expectations for quality to maintain the confidence that external stakeholders place in EY. The frameworks outline criteria to validate whether an individual's quality rating is appropriately considered in their performance rating.

Relevant ethical and legal requirements

The EY Global Code of Conduct provides guidance on EY people's actions and business conduct. EYA is committed to complying with applicable laws and regulations, and EY's values underpin the commitment to doing the right thing. This important commitment is supported by several policies and procedures, which are explained in the paragraphs below.

Independence

Compliance with relevant ethical requirements, including independence, is a key element of the System of Quality Management. It involves determining that we are independent in both fact and appearance. The ethical and independence policies relevant to EY audits and professional services are based, to the extent practicable, on the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (the IESBA Code). We also comply with local ethical, including independence, requirements or codes applicable to EYA's audits and professional services. Refer

to the Independence Practices section for information on policies, tools and processes relating to maintaining independence.

Non-compliance with laws and regulations (NOCLAR)

In accordance with the IESBA Code, EY has adopted a policy designed to meet its obligations with respect to NOCLAR. The policy covers obligations with respect to non-compliant activity by clients or EY people, as relevant to their respective business activities.

In addition to the NOCLAR reporting obligations, EY may be required to make certain reports to relevant authorities regarding possible misconduct by clients – actual or suspected. Where such obligations exist, reports are made in accordance with local laws.

Global Compliance Office

While specific legal and regulatory compliance requirements are managed by specialists and EY member firms, given the local applicability of laws and regulations, EY has a Global Compliance Office to coordinate the design and implementation of compliance programs, responsive to legal and regulatory requirements.

In the current year, the key compliance topics and programs in-scope of the Global Compliance Office were Artificial Intelligence (AI), data, conflicts of interest, financial crime, Independence, and Corporate Social Responsibility and Sustainability (CSR). These topics were identified based on the common issues they present to the member firms within the EY network.

The Global Compliance Office also has a role in coordinating the monitoring and testing of compliance with the laws, regulations and EY policies related to the key global compliance topics. The three objectives of monitoring are to:

1. Provide assurance of the operational effectiveness of controls tested.
2. Identify opportunities for continuous improvement.
3. Identify instances of non-compliance for referral to risk management.

The Global Compliance Office is led by the Global Chief Compliance Officer, a role that reports to the Global Managing Partner – Business Administration and Risk.

EYA has appointed a Compliance leader. This person is responsible for understanding the

compliance requirements at EYA, for working with compliance specialists to design and implement compliance programs that are responsive to those requirements and for reporting to the EYA board on the compliance performance at the local level.

Whistleblowing

The EY Ethics Hotline provides EY people, clients and others with a means to confidentially report behaviour that may be unethical, improper, in violation of professional standards or otherwise inconsistent with EY values or the Global Code of Conduct.

When a report is submitted to the EY Ethics Hotline, it receives prompt attention from the relevant EY member firm's ethics team. Depending on the content of the report, appropriate individuals from Risk Management, Talent or other functions may also be involved in addressing concerns raised by the report.

Anti-bribery

The EY Global Anti-Bribery Policy provides EY people with direction on certain unethical and illegal activities. It emphasizes the obligation to comply with anti-bribery laws and provides a definition of what constitutes bribery. It also identifies reporting responsibilities when bribery is discovered. In recognition of the growing global impact of bribery and corruption, efforts have been sustained to continue to embed anti-bribery measures across EY.

Insider trading

Local laws and regulations prohibit trading securities or other financial instruments when in possession of material non-public information and EY is committed to acting with professional integrity and to comply with these laws, regulations and standards. EY people are obliged to comply with these requirements and are prohibited from trading while in possession of material non-public information.

The EY Global Insider Trading Policy reaffirms the obligation of EY people not to trade in securities or other financial instruments when in possession of material non-public information, provides detail on what constitutes insider information and identifies with whom EY people should consult if they have questions regarding their responsibilities.

Economic and trade sanctions

It is important that EY member firms and EY people comply with the ever-changing rules on international economic and trade sanctions. There are EY processes to support the identification of sanctions issued in multiple geographies both prior to business relationships being accepted and as they continue. Guidance is provided to EY people on impacted relationships and activities.

Anti-money laundering

EYA is classified as an obliged entity in accordance with the Dutch 'Money Laundering and Terrorist Financing (Prevention) Act' (Wet ter voorkoming van witwassen en financieren van terrorisme, Wwft). The objective of this Act is to maintain the integrity of the financial system by preventing unacceptable financial practices such as money laundering and financing of terrorism.

In accordance with the Wwft, EYA is obliged to perform client due diligence and report unusual transactions to the Dutch Financial Intelligence Unit (FIU - the Netherlands). These requirements, and other Wwft-related requirements, have been implemented in EYA's Anti-Money Laundering and Countering Terrorist Financing (AML/CTF) policy. EY Netherlands established a centralized Wwft compliance function (the AML Office) in order to advise and support the Dutch EY engagement teams in connection with the Wwft and AML/CTF policy compliance. EY people are trained on their responsibilities and are provided guidance on who to consult when they have questions. During the fiscal year 2025/2026, EYA made 67 reports of unusual transactions to the FIU (compared with 63 in the fiscal year 2024/2025).

Data protection and confidentiality

The EY Data Protection & Confidentiality Global Policy, EY Binding Corporate Rules Program and related EY policies set out principles and minimum standards to be applied to the collection, use and protection of all information for which EY is responsible, including personal or confidential data relating to current, past and prospective EY professionals, clients, suppliers and business associates, or to the EY organization. The EY Binding Corporate Rules are approved by UK and EU regulators and overseen by the EY Global Chief Privacy Officer. They provide a legal mechanism facilitating the movement of personal data within the EY network.

EY teams are committed to the responsible use of personal and confidential data in AI technologies in accordance with applicable laws, regulations, and professional standards.

EY's approach is consistent with the requirements of the European Union's General Data Protection Regulation (GDPR), and other applicable laws and regulations concerning data protection and privacy in addition to relevant professional standards. Through local policy, member firms may further strengthen applicable protections due under local law.

We keep a register of all data incidents to assess whether an incident must be reported to the Dutch Data Protection Authority as a data breach. This register includes incidents like lost or stolen laptops, smart devices, secure ID cards, hard copy files, emails sent to the wrong person, et cetera. No data breaches were reported to the Dutch Data Protection Authority by EYA in the fiscal year 2025/2026 (2024/2025: also none).

Data Stewardship Office

EY recognizes that data not only requires stringent protection but is also a valuable resource that can help drive innovation and create value. The EY Data Stewardship Office (DSO) enhances data governance and alignment across EY member firms, Service Lines, and Accounts, focussing on management of data throughout its lifecycle and consistent implementation of relevant EY Policies.

Rotation and long association

EYA complies with the audit partner rotation requirements of the IESBA Code, Regulation (EU) 537/2014 of the European Parliament and of the Council of 16 April 2014 (EU 537/2014)," and the Dutch Audit Firms Supervision Act, the Dutch Decree on Audit Firms Supervision, the Dutch Code of Ethics for Professional Accountants, as well as the U.S. Securities and Exchange Commission (SEC), where required. EYA supports audit partner rotation because it provides a fresh perspective and promotes independence from company management, while retaining experience and knowledge of the business. Audit partner rotation, combined with independence requirements and independent audit oversight, helps strengthen independence and objectivity, and is an important safeguard of audit quality.

For Public Interest Entities (PIEs), the EY Global Independence Policy requires the lead engagement partner, the engagement quality reviewer and other audit partners who are

subject to rotation requirements under the rules applicable in the respective jurisdiction, (together, the key audit partners), to be rotated in accordance with the applicable regulatory maximum service period.

In addition to the key audit partner rotation requirements applicable to PIE companies we audit, EY has established a long association safeguards framework. This is consistent with the requirements of the IESBA Code as well as gradual rotation under Article 17 of 537/2014 and includes consideration of the threats to independence created by the involvement of EY professionals over a long period of time and a safeguards framework to address such threats.

EYA employs processes to monitor compliance with internal rotation, and requirements for audit partners and other EY professionals who have had a long association with the audited entity as well as gradual rotation.

External audit firm rotation

Where required under Article 17 (1) of the EU Audit Regulation, EY complies with the external audit firm rotation requirements for PIEs.

Client and engagement acceptance and continuance

Global policy on client and engagement acceptance and continuance

The EY global policy on client and engagement acceptance and continuance sets out principles for EY member firms to determine whether to accept a new client, a new engagement with an existing client or to continue with an existing client or engagement. These principles are fundamental to maintaining quality, managing risk, protecting EY people and meeting regulatory requirements. The EY global policy on client and engagement acceptance and continuance is an example of a policy issued by EYG to help ensure the adherence to EY values and to drive consistency in the System of Quality Management.

The objectives of the policy are to:

- Establish a rigorous process for evaluating risk and making decisions on whether to accept or continue clients or engagements
- Meet applicable independence requirements
- Identify and deal appropriately with any conflicts of interest

- Identify clients or engagements that pose heightened risk
- Highlight clients or engagements that are inconsistent with EY values
- Require consultation in certain situations with designated EY professionals to identify additional risk management procedures for specific high-risk factors
- Comply with legal, regulatory and professional requirements
- Determine that the intended engagement is within the EY Service Framework and does not involve a prohibited service

In addition, the EY global policy on conflicts of interest defines global standards for addressing categories of potential conflicts of interest and a process for identifying them. It also includes provisions aimed at mitigating potential conflicts of interest as quickly and efficiently as possible, using appropriate safeguards. Such safeguards may include obtaining client consent to act for another party where a conflict of interest may exist, establishing separate engagement teams to act for two or more parties, implementing appropriate separations between engagement teams or declining an engagement to avoid an identified conflict.

The EY global policy on conflicts of interest and associated guidance considers the increasing complexity of engagements and client relationships, and the need for speed and accuracy in responding to clients. They also align with the latest IESBA Code.

Putting policy into practice

We use the EY Process for Acceptance of Clients and Engagements (PACE), an intranet-based system, for coordinating client and engagement acceptance and continuance activities in line with global, service line and EY member firm policies. PACE takes users through the acceptance and continuance requirements for both audit and non-audit engagements and identifies the policies and references to professional standards, including independence, needed to assess both business opportunities and associated risks. PACE is an example of technological resources made available to EY member firms across the globe intended to drive consistency.

The process for acceptance or continuance of clients and engagements includes consideration of the engagement team's assessment of risk factors across a broad range of categories such

as industry, management's attitude, internal controls, audit complexity and related parties.

As part of this process, we consider the risk characteristics of a prospective client or engagement, and the results of due diligence procedures. Before taking on a new client or engagement, we also determine whether we can commit sufficient and appropriate resources to provide quality services, especially in highly technical areas, and if the services the client is requesting are appropriate for us to provide. The approval process provides that new audit engagements may not be accepted without an approval by representatives from Professional Practice Group (PPG) and Assurance Leadership at a country and region, as applicable, or notification and conference by the respective Global Director of Regional Professional Practice (Global PPD-R), where applicable.

In the EY annual client and engagement continuance process, we evaluate our services and ability to continue providing quality service. The engagement partner, together with our Assurance leadership, annually evaluates the relationship with the entities to which we provide assurance services, to determine whether continuance is appropriate.

As a result of this evaluation, certain audit engagements are identified as requiring additional oversight procedures during the audit (close monitoring), and some audit relationships may be discontinued. As with the client and engagement acceptance process, our Regional or local PPD and Assurance Leader are involved in the continuance process and should agree for the continuance to occur.

Engagement performance

As part of a multibillion-dollar commitment to audit quality, technology and people, which will continue as part of the EY **All in** global strategy, EY has directly embedded agentic AI into EY Canvas – the single, global Assurance AI-powered technology platform that supports over 160,000 EY audit engagements.

This overall agentic integration (i.e., our multi-agent framework) embeds AI in all phases of the audit globally and follows a sustained period of extensive and successful testing and piloting.

The role of technology

Encompassing the daily workflows of 130,000 Assurance professionals across more than 150 countries and territories, our new multi-agent framework, helps audit teams orchestrate complex tasks, processes and technologies, and address risks more dynamically, while accessing continuously updated auditing and accounting guidance – at unprecedented scale and speed.

EY released 19 audit technology releases as part of the wider 40+ EY Assurance technology releases in 2026 to enable EY's "Future of Audit. Now." transformation.

Spotlight on driving quality through technology *Technology-enabled methodology*

The EY technology releases in 2025/2026 are underpinned by a modern approach for EY auditors, which enhances and modernizes the EY Global Audit Methodology (EY GAM) and provides direct linkage with the underlying auditing standards, making it easier to demonstrate how the audit procedures correspond to the requirements. The technology tailors workflows to engagements and introduces more effective enablement and impactful learning right when it is needed. Among other benefits, this improves risk assessments and maintains the fundamental role of human judgment, scepticism and insight – further strengthening quality.

AI-powered platform

The EY AI-powered technology platform supports accuracy and consistency through deeper data analysis, systematic identification of risks and by augmenting professional judgment at all stages of the audit. It provides a clearer, more intuitive way to navigate the audit and focus on what matters most.

The EY AI-powered platform integrates a guided workflow and client collaboration portal, data access and analytics capabilities, together with AI and automation. EY Canvas empowers EY teams to access all the capabilities involved in providing high-quality audits while also empowering them with features to better understand the status of the audit.

- **Workflow and collaboration** – Included within the EY 2026 technology releases are expanded guided workflows that deliver modern methodology through standardized account-level risk assessment (standard risk of material misstatements), embedded knowledge libraries, embedded summary screens and an integrated IT audit flow.

- **Data and analytics** – By integrating the EY Helix General Ledger Analyzer data analytics capabilities with EY Canvas, EY has further integrated advanced analytics directly into the audit workflow. Data is delivered to the user at the point of need, significantly elevating their experience. Enhancing data capture and analysis capabilities helps to provide further confidence in a high-quality audit by widening the range of data used to obtain audit evidence.
- **AI and automation** – Existing capabilities use generative AI (GenAI) to help with detailed searches and summarization of accounting and auditing content. By embedding agentic AI in all phases of the audit globally through the EY Canvas platform, EY is redefining the audit experience for the AI era while reinforcing its commitment to audit quality.

Responsible use and development of AI

The new EY AI capabilities released in 2025/2026 have been developed, tested and deployed in alignment with the EY organization's nine principles of responsible AI.

In addition to significant investments in technology, EY has built a global training program to further upskill EY audit and technology risk professionals across the globe this year. The structured program includes immersive and in-person learning and is continuously updated in line with developments in regulation, technology and methodology.

Quality at the core of technology development

The efforts of EY as part of its "Future of Audit. Now." Transformation program includes standardized protocols that are adhered to with regard to technology concept creation, development and deployment. Multiple stakeholders are involved in this effort, including global and Area representatives from Professional Practice, the Global Assurance Quality Network and EY Technology.

New assurance technology concepts are presented to a global committee of these stakeholders for evaluation based on several benefit criteria, including quality, value for EY professionals and value for EY clients. If the committee believes that a concept lacks sufficient attributes under these and other criteria, it is rejected or adjustments are made and is re-presented to the committee.

Given the degree of autonomy introduced by AI-enabled technology, the following steps are part of this rollout:

- Extensive product testing including via independent Business Product Testing Center and Assurance AI Quality and Risk Management (QRM) review – to evaluate quality and accuracy of outputs.
- Post-deployment monitoring of performance KPIs
- Provide acceptable use guidance to end-users, to facilitate usage that is aligned with EY Responsible AI principles and Acceptable Usage Policy.
- Evaluate additional steps required to support sufficient supervision and review of the operation of Agentic AI-enabled technology and its outputs.
- Ongoing socialization of overall roadmap and key release items with audit regulators.

Addressing the risk of technology over-reliance

EY has procedures, policies and enablement in place to encourage the responsible use of audit tools and technology, including AI-powered technologies, and to mitigate the risk of over-reliance by audit professionals. In addition, EY GAM emphasizes applying appropriate professional scepticism, supervision and review in the execution of audit procedures. EY audit tools and technology, including AI-powered technology, are designed to provide support for EYA's audit teams' procedures to address risks of material misstatement, but not replace the important role of the professional in applying their experience and judgment to reach a conclusion.

Addressing fraud risks in the audit

As organizations become increasingly complex and more digitally dependent, there is a need to evolve the auditor's efforts to identify and respond to risks of material misstatement due to fraud, as well as the auditor's response to identified or suspected fraud.

EY leverages data to identify and respond to the risk of fraudulent financial reporting. For example, auditors can utilize advanced data analytics capabilities of EY Helix to identify unusual transactions and their patterns that could indicate a heightened risk of fraud. In addition to access to Forensic specialists, EY tools and processes are available to help EY

teams to identify and respond to specific risks of fraud.

Reviews of audit work

EY policies require timely and direct senior professional involvement, clear review levels for audit work, and documentation of work performed and conclusions reached. Supervisory team members perform a detailed review of audit documentation, while senior audit executives and engagement partners perform a second-level review to determine the overall adequacy of the audit work.

Where appropriate, and based on risk, a tax professional reviews the significant tax and other relevant working papers. For PIEs and certain other entities, an engagement quality reviewer reviews important areas of accounting, financial reporting and audit execution, the entity's financial statements and the auditor's report.

The nature, timing and extent of the reviews of audit work depend on many factors, including:

- The risk, materiality, subjectivity and complexity of the subject matter
- The ability and experience of the audit team
- The level of the reviewer's direct participation in the audit work
- The extent of consultation with others

EY policies also describe the critically important role of the Partner in charge (PIC) in managing and achieving quality on the audit and reinforcing the importance of quality to all members of the audit team, including component auditors.

Consultation requirements

EY consultation policies are built on a culture where audit professionals are encouraged to share perspectives on complex issues. In the 2026 Global Quality Survey, 89% of Dutch respondents said this culture encourages them to seek advice and support.

As EY member firms operate in an increasingly complex and globally connected environment, consultation has become even more important for reaching appropriate and timely conclusions. Policies are designed to involve the right resources, so audit teams reach appropriate conclusions.

The EY culture of consultation supports audit teams to provide seamless, consistent and high-quality services that meet the needs of audited entities, their governance bodies and all stakeholders.

For complex and sensitive matters, formal consultation outside the audit team involves professionals with relevant experience, primarily from Professional Practice and Independence. To maintain objectivity and professional scepticism, certain individuals are required to recuse themselves from the consultation if they currently serve, or have recently served, the entity to which the consultation relates. In these circumstances, other appropriate individuals would be assigned.

EY policies also require that all consultations are documented, including written concurrence from the those consulted, to demonstrate their understanding of the matter and its resolution.

Engagement quality reviews

EY engagement quality review policies, aligned with ISQM 1 and ISQM 2, *Engagement Quality Reviews*, describe which audits require engagement quality reviews and the qualifications of engagement quality reviewers. Engagement quality reviewers receive training, are experienced EY professionals with significant subject-matter knowledge and are independent of the engagement team. They provide an objective evaluation of the significant judgments made by the engagement team, and the conclusions reached thereon. The performance of an engagement quality review does not reduce the responsibilities of the PIC, and the engagement quality reviewer responsibilities cannot be delegated.

The engagement quality review spans the entire engagement cycle, including planning, risk assessment, execution and conclusion. Policies and procedures provide specific guidelines on the nature, timing and extent of the procedures to be performed and the required documentation. The engagement quality review is completed before the auditor's report is dated.

Engagement quality reviews are performed in compliance with professional standards for audits of PIEs pursuant to Dutch Law (Organisaties van Openbaar Belang (OOBs), other listed entities, and those considered to need close monitoring. Also, the review of interim financial statements with a wide circulation of those entities are subject to an engagement quality review. Our policy is that each of our statutory auditors is

subject to at least one engagement quality review annually on their (statutory) engagements. In addition, if the statutory auditor does not have two engagements subject to an engagement quality review based on other criteria, one local pre-issuance review is added. The Assurance Leader and the Professional Practice Director of EYA and/or RQL approve the assignment of the engagement quality reviewer to each applicable engagement.

In the Netherlands, engagement quality reviews are mandatory for PIEs. EY's global definition of a PIE is similar to, but not exactly the same as the Dutch definition of an OOB (Dutch wording for a PIE). Other engagement quality reviews were held at specific groups of non-OOB clients, including high-risk clients, and various state-owned entities.

During the fiscal year 2025/2026, we performed 334 engagement quality reviews (2024/2025: 312 engagement quality reviews). One client may be subject to more than one engagement quality reviews, for example due to the review of interim financial statements besides the financial statement as a whole.

In accordance with the importance we attach to engagement quality reviews, we also monitor qualitative aspects, e.g., whether remarks by the engagement quality reviewer were followed up appropriately by the audit team. This helps us to further improve our engagement quality review processes.

In addition, we coached all engagement quality review partners in the execution and documentation of the engagement quality reviews.

Engagement team resolution process for differences of professional opinion

EY encourages and expects EY people to speak up, without fear of reprisal, if a difference of professional opinion arises or if they are uncomfortable about a matter relating to an engagement. Policies and procedures support audit team members to raise any disagreements relating to significant accounting, auditing or reporting matters.

New member firm employees are informed of this open culture and EY member firms continue to promote a culture that reinforces a person's responsibility and authority to make their own views heard and seek out the views of others.

Differences of professional opinion that arise during an audit are generally resolved at the audit team level. If anyone involved in the matter is not satisfied with the decision, it is referred to the next level of authority until an agreement is reached or a final decision is made, including consultation with Professional Practice if necessary.

If the engagement quality reviewer makes recommendations that the PIC does not accept or a matter remains unresolved to the reviewer's satisfaction, the auditor's report is not issued until the matter is resolved.

Differences of professional opinion that are resolved through consultation with Professional Practice are appropriately documented.

Resources

There is continued EY investment in resources. Resources defined by ISQM 1 include intellectual, technological and human resources.

Audit methodology

The EY Global Audit Methodology (EY GAM) is EY's global framework for delivering high-quality audits through a consistent approach to judgments, procedures and risk assessment. It emphasizes ongoing risk assessment and professional scepticism throughout the audit.

Application of EY GAM by EY member firms is based on International Standards on Auditing (ISAs), to the extent practicable, as well as local auditing standards and regulatory or statutory requirements.

Available in EY Atlas and organized by topic, EY GAM includes requirements, explanatory guidance, and supporting forms and examples. It distinguishes the content applicable to audits of publicly traded entities and public interest entities.

Internal and external inspections, coaching and other feedback sources help EY evaluate audit quality and identify where methodology updates may be needed to address recurring challenges and strengthen audit execution.

EY continues to develop and enhance the methodology in response to changes in professional standards, financial reporting processes, and emerging stakeholder priorities, including cybersecurity, emerging technologies and artificial intelligence.

Sustainability assurance methodology

The EY Sustainability Assurance Methodology (EY SAM) offers a global framework for delivering consistent, high-quality sustainability assurance, regardless of topic, industry, level of assurance or reporting framework. EY SAM is based on the International Standards on Assurance Engagements (ISAEs) and is supplemented in EYA to reflect local assurance standards and regulatory or statutory requirements. Available in EY Atlas, EY SAM includes requirements, explanatory guidance, and supporting forms. It distinguishes the content applicable to limited assurance engagements and reasonable assurance engagements.

Internal inspections, coaching and other feedback sources help EY evaluate assurance quality and identify where methodology updates may be needed to address recurring challenges and strengthen assurance execution.

EY is in the process of updating methodology and supporting enablement for use when International Standard on Sustainability Assurance 5000, General Requirements for Sustainability Assurance Engagements (or country-specific adaptations of ISSA 5000) has been early adopted or will be adopted in a jurisdiction.

The Global, Regional and Country PPDs, EY quality functions and IFRS desks, together with other finance and sustainability professionals (EY Climate Change and Sustainability Services), support assurance teams by providing expertise in regulatory reporting and sustainability assurance.

Certification of technology

EY has a stringent certification process to verify that automated tools and techniques used in audit engagements are fit-for-purpose, and EY people have the appropriate competencies and support to use the solution.

Certification addresses a range of aspects, including whether the solution has a clear audit evidence objective, has been appropriately tested, that methodology, enablement and learning are available to support its application and relevant legal and regulatory requirements have been managed (e.g., data privacy).

Employee value proposition (EVP)

The EY EVP is the promise we make to our people in return for working at EYA. As our workforce evolves and the talent market becomes increasingly competitive, what we offer our people matters more than ever.

Aligned to the new EY strategy, the EVP has been updated to reflect our commitment to helping every employee “shape your future with confidence.” This marks a shift from delivering an exceptional experience to enabling the development, empowerment and growth of extraordinary EY people.

EYA continues to invest in our most valuable asset—our people—to deliver on this promise. In turn, a strong EVP supports continued improvements in audit quality and the value and insights we deliver to audited entities.

In FY26, the EVP is being activated through two global signal commitments: Career Agility and Thrive Time. Career Agility empowers employees to shape flexible, personalized career paths across roles, geographies, industries and service lines. Thrive Time supports personal growth by enabling dedicated time for learning, wellbeing and community engagement.

Attracting and recruiting talent

Attracting the next generation of high-quality audit talent remains a top priority for EY. EY maintains a strong recruiter network and continues to invest in building recruiter capability and market awareness, enabling informed and meaningful engagement with candidates. There are also EY talent attraction initiatives to reach new and diverse audiences and to evolve how future talent is engaged beyond traditional channels.

A critical enabler of the *EY Talent Attraction and Acquisition Strategy* is the EY University ecosystem. Through sustained relationships with universities and faculty, combined with on-campus engagement and digital experiences like virtual job simulations, EY member firms are able to connect with students early, stay relevant throughout their journey, and reach talent at scale. This integrated approach not only strengthens the EY brand on campus but also gives us valuable insight into evolving student expectations, helping continuously refine how EY member firms attract and engage future-ready talent.

EY member firms leverage technology-enabled tools, including artificial intelligence, to support recruitment, while keeping human judgement central to all hiring decisions. These tools are designed to streamline processes, enhance consistency and transparency, and allow recruiters to focus on building strong candidate relationships and providing tailored guidance. All AI-enabled tools are applied in line with EY principles, responsible use standards and applicable regulations.

In recruiting for Assurance roles, EY member firms assess both technical capability and the human-centred skills critical to high-quality work, including professional judgement, ethical standards, accountability, professional scepticism, communication and collaboration. As audit work becomes increasingly technology enabled, these attributes remain essential to quality, trust and rigour.

To strengthen the audit talent pipeline, EY has launched and continues to expand its Audit Virtual Work Experience program for university and college students early in their studies. The program provides an informal, global view of audit work at EY, builds early connections with future talent, and increases the likelihood of applications, interviews and successful recruitment into EY audit teams.

Retention and focus on wellbeing

Talent retention is a key enabler of high-quality audits. While retention is generally influenced by external market conditions, as of 30 June 2026 EYA's retention rate was 84.4%.

Work-life balance and flexibility continue to be important to our EY people, particularly among younger generations who are quicker to act when expectations are not met. Currently, 38% of EY auditors in the Netherlands work remotely two or more days per week.

Wellbeing remains an increasing talent priority, with a focus on improving the day-to-day experience of EY people. EY's goal is to embed a strong well-being culture, supported by leadership commitment to financial, physical, emotional and social wellbeing. This includes flexible working arrangements, recognition programs, mental health initiatives and learning and development opportunities.

The everyday experience of EY people is also shaped by how teams work together. The EY *All In* leadership expectations emphasize championing personal and team wellbeing to

foster an environment where people can thrive. Embedding wellbeing into strategic expectations helps drive behaviours that meaningfully improve the employee experience.

During the year, EY continued to activate the Thrive Time signal commitment, placing additional focus on personalized growth and wellbeing activities. Within EYA, we continued to strengthen our wellbeing offering through OpenUp. During the year, additional features and resources were introduced, providing our people and their family members with even greater access to wellbeing support, learning opportunities and expert guidance. We also had an active year of social impact through EY Ripples, with colleagues participating in volunteering and community initiatives aimed at creating positive impact for people and society. This included initiatives intended to support more sustainable ways of working, encourage thoughtful scheduling practices, and create opportunities for career-aligned development and engagement.

There is a stronger focus on experience management, scheduling auditors onto engagements, where they can find opportunities to expand their knowledge as part of longer-term career progression.

By strengthening wellbeing and the overall employee experience, EY enhances its ability to retain talent and support long-term careers across the EY network.

Culture of continuous learning and upskilling

As the audit environment continues to evolve, EY investments in talent must remain agile. EY audit teams already combine a broad and growing range of skills, a trend that will accelerate as new technologies are adopted and the role of the auditor expands. This includes developing capabilities in areas such as the appropriate use of AI and the analysis of nonfinancial information, including rapidly evolving sustainability standards. Audit professionals must also be able to assess the risks associated with new technologies and data sources that affect financial and nonfinancial reporting, such as cryptocurrencies and greenhouse gas emissions.

The Audit Academy is EY's global learning program for auditors and is central to building and sustaining these capabilities. It provides globally consistent, leading-class core learning and is continuously refreshed to reflect emerging technologies, regulatory change and strategic

priorities that support audit quality. Inspection and quality review findings are regularly analysed to identify root causes, with insights systematically incorporated into the curriculum through an annual maintenance process approved by Global Quality and Global Professional Practice leadership.

The Audit Academy develops agile skill sets that enable auditors to apply professional scepticism, think critically and deliver high-quality audit and client service outcomes. Learning is delivered through a flexible, blended model that combines on-demand content with simulation- and case-study-based learning, offered both virtually and in person.

In addition to core audit learning through The Audit Academy, implementation learning events are offered to support key practice initiatives. In FY26, Audit Transformation Launch learning events were deployed globally across the Audit and Technology Risk workforce, from staff through partners, to support the rollout of the Modern Approach, a significant transformation in the way audits are delivered. This learning event supported over 100,000 professionals by bringing them into a physical classroom setting for an immersive learning experience to foster practical application of the Modern Approach.

AI upskilling is a key focus as the auditor's role evolves. EY has invested in structured, global learning pathways aligned to defined AI proficiency levels, supported by a centralized AI learning framework that curates role-relevant content across Assurance. AI concepts are embedded within The Audit Academy and other experiential learning, with a focus on responsible use, integration with audit methodology and quality standards, and the application of professional judgement. Targeted learning also supports leaders in oversight, governance and responsible AI use.

EYA requires audit professionals to obtain at least 20] hours of continuous professional education each year and at least [120 hours over a three-year period. Of these hours, 40% (eight hours each year and 48 hours over a three-year period) must cover technical subjects related to accounting and auditing.

In addition (although also overlapping) the Royal Netherlands Institute of Chartered Accountants (Nederlandse Beroepsorganisatie van Accountants, or NBA) requires continuous education goals to be reached instead of a minimal number of hours. This is facilitated through our PE-tool which starts with the

professional's personal profile. The profile drives the learning needs. Learning needs are matched with learning activities. The tool also facilitates the documentation of the execution of these activities and the realization of the learning needs.

Various accreditation programs ensure the required knowledge for selected groups in specific key areas, such as IFRS, Dutch GAAP, US GAAS/GAAP and CSRD.

In total, during the financial year to 30 June 2026, EYA audit professionals undertook 179,569 hours of learning, averaging 83.3 hours each, well in excess of the minimum requirements.

Academic integrity

EY people benefit from a comprehensive program of learning to support quality and professional development. Academic integrity is foundational to that program. EYA supports meaningful engagement in the learning process and takes appropriate action in any cases of breach of academic integrity.

Personalized careers with diverse experiences

As the workforce becomes more diverse in backgrounds, skills and experiences, EY member firms are adopting more flexible career paths for all professionals. Agile career models, rotations in different subservice lines, and varied experiences are critical to attracting diverse talent and developing and retaining the existing workforce.

Promotion decisions increasingly focus on skills and readiness rather than time in role. This includes a move away from fixed annual promotion cycles toward "agile promotions," enabling progression when individuals are ready and there is a business need.

Recognizing that career expectations vary, EY provides tools and processes that enable people to manage their career development in ways that suit their goals. As evidence, in the 2026 Global Quality Survey, 86% of Dutch participants said that sufficient learning and training are encouraged as part of their career development to enable them to provide quality audits and other assurance services.

The activation of the Career Agility model signal commitment further reinforces EY's ambition to create a dynamic and inclusive career environment, supported by greater transparency

of internal opportunities and structured rotational programs that enable EY people to explore varied roles and experiences.

At EYA, we aim to make it easier for our people to create an exceptional career journey: one that is unique to the skills, strengths, and aspirations of our people. As part of the EY's Careers program we continued the Audit Career Framework (ACF) at EYA. EY Careers is designed to equip our professionals with tools, guidance, and technology which they need to plan and grow their career at EYA and reach their personal best. Roles are grouped into career frameworks which set out clear expectations, skill sets, career paths and learning for each, giving the employee visibility of all the diverse and exciting roles across EYA. The Audit Career Framework provides:

- Visibility: to all audit roles and skills to identify and plan careers.
- New Career Paths: that enable employees to progress at a pace and in a direction that suits them.
- Learning guidance: on learning and experiences which build skills in areas that are on top of mind for clients.

This means transforming the way we work by leveraging technology, unlocking the value of data, standardizing and simplifying our end-to-end processes, and aligning select audit activities to specialized teams.

Mobility

Cross-border and cross-cultural experiences are among the most impactful opportunities EY member firms offer their people. Mobility enables EY professionals to shape their future with confidence while helping clients and communities do the same. International work and travel remain among the top factors influencing new hires in EY Assurance, offering diverse experiences, future-focused skill development, and stronger connections across the EY global network.

EY member firms provide a range of on-demand and program-led mobility options. The global Mobility4U program makes international assignments accessible across service lines and ranks up to senior manager level, with a strong focus on development. Mobility may also support specific business needs across regions, service lines, accounts, industries or leadership roles.

A recent mobility return on investment analysis conducted by EY Global showed that long-term international experience increased retention by seven percentage points and positively impacted career opportunities. Eighty-eight percent of global mobility assignees reported a positive impact on their careers one year after an assignment, 97% of global assignees said their international assignment experience was exceptional and 99% would recommend an EY mobility assignment.

Performance management

The EY performance management framework, **LEAD**, supports career development, growth and recognition for EY people in EYA. Through global and local Key Performance Indicators (KPIs), continuous feedback, counsellor insights and regular conversations, LEAD aligns individual performance with the EY strategy and maintains a future-focused approach. Individuals can view year-to-date feedback and engagement performance, including quality and risk management, through a personal dashboard. At year-end, a performance category is assigned based on aggregated feedback, progress against KPIs and counsellor and leader input, and serves as an input to compensation and reward decisions.

At the core of LEAD are ongoing conversations between counselees and counsellors, focused on feedback, career aspirations, inclusion, learning and new experiences. These discussions help identify development opportunities and build future-ready skills.

LEAD also applies to partners, principals, executive directors and directors (PPEDDs) across all EY member firms globally. It links performance to EY's broader goals and values through goal setting, continuous feedback, development planning and annual reviews. PPEDD goals and performance are documented against six KPIs, which include both global and local measures, with a strong emphasis on quality and effective risk management. These KPIs directly inform recognition and reward outcomes.

Engagement

Employee engagement is a critical indicator of a strong culture. Understanding the ambitions, concerns and pressures of EY people enables EYA to create an environment where they can thrive and supports delivery of the EY EVP.

Listening to EY people is central to this effort. EY's employee listening strategy gives people a voice throughout their EY experience, helping the firm understand what matters most and where action is needed to deliver exceptional experiences.

The **Employee Listening Survey** is conducted twice a year and gathers feedback across eight key drivers of engagement and retention: career experiences, skills and learning, wellbeing, inclusiveness, meaning and impact, leadership behaviours, engagement and total rewards. The results inform priorities, track progress and support EY's people promise to help individuals shape their future with confidence.

The **EY Team Experience Survey** complements this approach by capturing feedback at the engagement team level. Team members provide structured input on their day-to-day engagement experience, generating actionable insights that drive tangible improvements.

For EY Assurance professionals there is also the **Global Voices** initiative, bringing together up to 200 high-performing junior assurance professionals from across the network. The program strengthens engagement and broadens leadership perspectives by gathering input on strategic topics such as talent retention, technology, AI and innovation.

Knowledge and internal communications

EY understands the importance of providing audit teams with up-to-date information to help them perform their professional responsibilities. There is significant EY investment in knowledge and communication resources and tools, which include:

- EY Atlas, the global accounting and auditing research tool, which contains local and international accounting, auditing and sustainability standards, as well as interpretive guidance
- Publications such as International GAAP, IFRS Developments and illustrative financial statements
- Global Accounting and Auditing News – a weekly update covering assurance and independence policies, developments from standard-setters and regulators, as well as internal commentary thereon

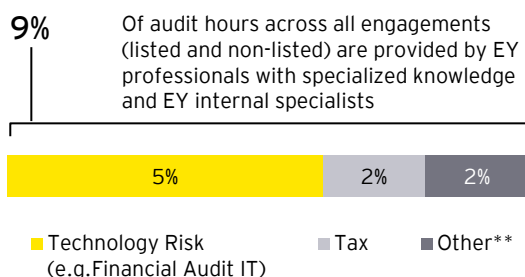
- Practice alerts and webcasts, covering a range of global and country-specific matters, designed for continuous improvement in EY member firms' Assurance practices

Formation of audit engagement teams

The assignment of EY professionals to an audit engagement is made under the direction of our EYA Leadership. The factors considered when assigning EY people to audit engagement teams include engagement size and complexity; engagement risk; specialized industry knowledge and experience; timing of work; continuity; and opportunities for on-the-job training. For more complex engagements, consideration is given to whether specialized or additional knowledge is needed to supplement or enhance the audit engagement team.

In many situations, EY professionals with experience in a specialized area of accounting or auditing, such as tax or information technology, are assigned as part of the audit engagement team to assist in performing audit procedures and obtaining sufficient appropriate audit evidence. Additionally, EY internal specialists who have knowledge outside of accounting or auditing, such as forensics, asset valuation, actuarial analysis and sustainability, may perform work in their field that is used by the audit engagement team to assist in obtaining sufficient appropriate audit evidence.

Audit hours provided by EY professionals with specialized knowledge and EY internal specialists*



* As of 30 June 2026 (EYA)

** Included within Other are valuation specialists, actuaries and forensics specialists.

EYA's policies require the approval of the assignment of individuals to specific audit roles by our EYA Board of Directors. This is carried out, among other things, to make sure that the EY professionals leading audits possess the appropriate competencies (e.g., the knowledge, skills, abilities) and licenses to fulfil their engagement responsibilities, and, when applicable, are in compliance with auditor rotation regulations.

Global Delivery Services

Global Delivery Services (GDS) is an integrated network of EY service delivery centers that provide services to support EY member firms. GDS continues to support other EY member firms and their evolving needs. GDS teams combine broad technical knowledge with a focus on innovation, automation and process improvement to create customized and scalable services that provide greater value for the EY organization.

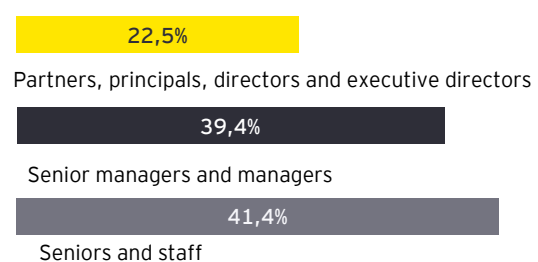
Working remotely with GDS may trigger risks as efficient and effective coordination of the work and insufficient knowledge about the local environment or client. The Using GDS policy contains measures to address these risks (e.g. which procedures are assigned to GDS and review requirements).

Inclusiveness for everyone

Inclusiveness is a long-standing priority for EY. As a global organization, diversity of thought, skills, backgrounds and experiences is EY's reality and its strength. In EY member firms' people-centred businesses, inclusion and excellence are inextricably linked – helping them deliver innovative services, closer connections, greater growth and a more resilient business. It's about everyone, it takes everyone and it benefits everyone. Inclusiveness is embedded in the EY values and a collective commitment by the GE. The EY Global Inclusiveness Steering Committee, co-chaired by EY Global Chair and CEO Janet Truncale and EY Global Vice Chair – Inclusiveness Mduduzi (Dudes) Mswabuki, helps bring the EY **All in** strategy to life. Its members, drawn from leadership across the global EY organization, explore challenges, highlight successful practices and collaborate to advise on meaningful solutions.

28% of new audit EY member firm partners in the Netherlands, promoted on 1 July 2026 were women and 40% of all audit hires by EYA in 2026 were women.

Audit professionals by rank that are women*



*As of 3 July 2026 (EYA)

We shape an inclusive culture through our expectations, behaviours and actions, where we each feel a sense of belonging and are valued for who we are, and where our collaboration across differing perspectives builds a more resilient business. Fostering this inclusive culture is critical to help attract the most talented individuals and help EY professionals stay motivated and engaged. In the April 2026 Employee Listening Survey 87% of EY auditors in the Netherlands said the EY organization provides a work environment where they feel free to be themselves.

EY believes businesses have direct influence to shape the future with confidence, and build a better working world, through teaming, inclusive behaviour, and everyone has access to the resources and opportunities they need to grow.

EY values are guiding principles that shape our culture, behaviour and decisions. Our values define who we are:

Our values: who we are

1 People who demonstrate integrity, respect, teaming and inclusiveness

2 People with energy, enthusiasm and the courage to lead

3 People who build relationships based on doing the right thing

Information and communication

The information and communication component focuses on obtaining, generating, or using information and communicating relevant and reliable information, to support the design, implementation and operation of the System of Quality Management. The quality objectives within the component emphasize effective two-way communication between:

- EY people
- Member firms within the EY network
- External parties
- Service providers

Effective two-way communication is essential to the operation of the System of Quality Management and the performance of audit engagements. The Global System of Quality

Management policy provides the requirements for EY member firms to communicate internally and externally about the EY member firm's System of Quality Management. EY has a culture that encourages and expects EY people to share relevant and reliable information to the EY member firms to enable the System of Quality Management.

System of Quality Management monitoring and remediation

The objective of EYA's System of Quality Management monitoring and remediation process is to provide relevant, reliable and timely information about the design, implementation and operation of EYA's System of Quality Management, identify deficiencies and develop remedial actions to respond to deficiencies. Information obtained from the monitoring and remediation process is used to conclude on the effectiveness in achieving the objectives of EYA's System of Quality Management.

Monitoring activities include evaluating the results of testing System of Quality Management controls, performing internal and external engagement inspections and reviewing other relevant information such as independence compliance testing, observations from regulators, ethics matters and governance forum observations. These activities help identify matters relevant to the System of Quality Management that may require remediation.

The monitoring and remediation process is a continuous process throughout the year based on the Global System of Quality Management Monitoring and Remediation policy, to promote consistency across EYA's System of Quality Management. The monitoring and remediation process is coordinated by representatives of Region and Global PPD, with oversight by Region and Global Assurance Leadership.

Tests of System of Quality Management controls

System of Quality Management controls are designed and implemented to mitigate quality risks. Testing assesses whether controls are operating as intended, including whether they are properly designed, performed on a timely basis, supported by reliable information and effective in resolving identified matters. Testing is performed by individuals who are competent, objective and independent of the control owners and control operators, under the direction of Country PPD.

EY's System of Quality Management may also include controls operated at the Region or Global level. These controls form part of an EY member firm's System of Quality Management. EYA remains responsible for determining how those controls are used in its System of Quality Management, including any actions necessary to implement or supplement them, and for assessing the impact of testing results on its System of Quality Management.

The approach to testing of controls at the Region and Global is under the guidance set forth in the Global System of Quality Management Monitoring and Remediation policy. Before testing begins, EY member firms receive information on the controls to be tested, the testing approach, the testing attributes (e.g., the nature of the tests to be performed) and who will perform the testing, including information to help assess their competence and objectivity.

Testing results are shared with the EY member firms through Results of Monitoring Activities memos, including potential deficiencies, findings and testing results per control. The information on potential deficiencies includes the status of root causes and the current state of the remedial actions, including any actions for EY member firms to consider. The list of findings includes a description of the findings as well as any action needed to be taken by EY member firms. EYA obtains and evaluates testing results provided by the Region or Global, as relevant, including evaluating whether there are findings relevant to the System of Quality Management.

Audit quality reviews (AQR)

EYA performs inspections under the Global AQR program, which reviews completed audit engagements. This monitoring activity meets ISQM 1 requirements and is supplemented as needed to comply with EYA professional standards and regulatory requirements. The program helps identify opportunities to strengthen audit quality, policies and procedures.

Audit quality reviews include the inspection of at least one completed engagement for each partner in charge (and others acting as PICs) on a cyclical basis of between three and five years. Engagements are selected using a risk-based approach that spans EYA's auditing practice and includes an element of unpredictability. The Global AQR program includes detailed risk-focused file reviews covering a sample of listed and non-listed audit engagements, PIEs and non-PIEs, to assess compliance with EY policies, EY GAM requirements, and applicable professional

standards and regulatory requirements. It also includes reviews of a sample of non-audit assurance engagements performed by EY audit teams. These measure compliance with the relevant professional standards, and internal policies and procedures that should be applied in executing non-audit assurance services.

The Global AQR program helps confirm our compliance with regulatory requirements, professional standards, and internal policies and procedures.

AQR reviewers and team leaders are selected for their technical competence and professional competence in accounting and auditing, and their industry experience. Audit reviewers are supported by other specialists, such as Independence subject matter experts, Tech Risk (IT audit), TARAS (tax), Forensics or Digital or other technical experts (e.g., sector or subject matter). This is for the review team to possess sufficient relevant knowledge and experience to conduct an effective AQR. Team leaders and reviewers are independent of the engagements and teams they are inspecting and are normally assigned to inspections outside of their home location.

The review team in the Netherlands is headed by an international team leader and is assisted by a Dutch deputy team leader; the team executing the AQR is mainly consists of international reviewers, ensuring that the AQR is performed in accordance with our international quality standards and allowing for a comparison of results over time and between countries.

In the last AQR cycles, we took various measures to further improve the process. These measures have been evaluated by the quality leaders of the Dutch regions. For the 2025/2026 AQR cycle, we repeated the following measures:

- We engaged experienced local Deputy Team Leaders, as they are more familiar with our internal Dutch requirements as well as with the standards set by the AFM.
- We involved the Quality Enablement Group (QEG) and our Professional Practice Group (PPG) during the review to monitor the process and support the reviewers and engagement teams where required and to follow up on findings.

In addition to the 3-year-cycle, partners can also be selected for an AQR inspection based on risk analyses. These risk analyses take into account

any signals that might indicate potential quality issues. Also, unpredictability is part of the process. Both risk and unpredictability result in an additional random sample of partners being reviewed. Relevant partners were informed about this selection shortly before the AQR inspection.

The primary goal of an AQR is to assess the quality of past cycle audits and to thus drive continuous learning and improvement. Significant AQR findings are analysed for root causes and lessons learned are embedded in internal training and guidance. In the following year, improvement is measured in these areas, also as a means to assess effectiveness of improvement efforts.

The secondary goal is to assess the quality performance of our external auditors and their teams. Besides general improvement as mentioned above, professionals leverage this feedback to drive their personal development. It also gives leadership insight into whether professionals are able to keep up with the increasingly stringent requirements, which sometimes results in professionals moving to other service lines or even exiting the firm.

AQR ratings for a reviewed engagement are:

- '1' for engagements with no or minor findings
- '2 without significant no' (2a) for engagements that did not receive a 'no' to one of the significant quality questions
- '2 with significant no' (2b) for engagements that did receive a 'no' to one of the significant quality questions
- '3' for material findings

As part of the remediation the audit team obtains additional audit evidence or improves existing audit evidence in order to ensure a sufficient appropriate basis exists for the report, and the appropriate reports are issued. Therefore a 'significant no' does not imply that the financial statements are materially misstated, or an inappropriate report has been issued. For the 2 rated and 3 rated files the objective is to learn from detected shortcomings to prevent quality issues going forward. The audit partners with an engagement in which one or more (significant) findings were recorded that requires retrospective remediation are required to prepare a Remedial Action Plan (RAP) in which they have to include relevant actions aimed at improving the audit file and to stimulate learning from these findings. Furthermore, these files could also be subject to a Root Cause Analysis

(RCA) to foster collective learning from findings, aligned to the primary goal of AQR.

The AQR outcome is taken into account when determining a partner's quality rating. The root cause of the significant finding(s) and quality behaviour are also important when determining a partner's quality rating. Depending on the nature and root cause of the significant finding, a 2 rating may have the same result as a 3 rating.

Soft inputs such as the learning mindset of the partner are also taken into account when determining the quality rating.

The Global AQR program is supplemented by the Other Assurance Quality Review (OAQR) program, which inspects other assurance and related services engagements across service lines. Results from the AQR and OAQR programs, together with external reviews and peer reviews, are used to identify themes and areas for improvement.

The results of the AQR and OAQR processes are summarized globally (including for Areas and Regions), along with any key areas where the results indicate that continued improvements are required. Measures to resolve audit quality matters noted from the Global AQR program, external quality assurance reviews and peer reviews are addressed by Assurance leadership and our PPD. These programs provide important practice monitoring feedback for our System of Quality Management.

Within Assurance our KPI includes both rating 1's and ratings 2a without significant findings. The rate of AQRs with the outcome sufficient is based on the consolidated number of quality review engagements with a rating of 'without significant findings (category 1 or category 2a)' to the total number of the quality review engagements. In the year under review, 98.4% of reviewed engagements (2024/2025: 98.4%) were sufficient. This is an increase compared with the previous financial year and continued to be above our target of having at least 90% of the reviews receiving a rating of sufficient.

External quality assurance reviews

Our Audit practice and our registered statutory auditors are subject to inspection by the AFM, the PCAOB, our Dutch professional association NBA (Nederlandse Beroepsorganisatie van Accountants) and several governmental institutions. As part of these inspections, the AFM and PCAOB evaluate quality control systems and review selected engagements. These

regulators are member of IFIAR and, accordingly, the inspection results are submitted for inclusion in the annual IFIAR survey.

We value the inspection process and evaluate observations carefully to identify opportunities to improve audit quality and enhance the System of Quality Management. Engagements with significant findings, together with certain other engagements, are subject to engagement-level root cause analysis (see the next section). External inspections and AQR results provide valuable insights into the quality of EY audits.

AFM

In 2025/2026 we continued to deliver the yearly data delivery for AFM regarding data-driven oversight for the 'OOB' licensed audit firms. This initiative started in 2022 and in cooperation with AFM we further improved the data delivery in terms of availability of data and data quality items.

In March 2025, the AFM announced an inspection on the internal quality system and procedures performed around the identification of fraud risks. To this purpose, the AFM investigated two individual selected statutory audit files. The final conclusion in October 2025 showed no findings, only suggestions for further improvement.

Also, in March 2025 the AFM announced an exploratory inspection into the implementation of CSRD. The AFM investigated our internal quality system around CSRD and selected two statutory audit files for further inspection. The exploratory inspection was finalized in November 2025 and resulted in general good practices and observations reported in January 2026.

In April 2025 the AFM announced an inspection into our remuneration and rewarding system, consisting of an information request, a self-assessment and an inspection on site. This inspection (that was partially exploratory) was finalized in November 2025 and resulted in a self-reflection letter based on the good practices and observations of the AFM.

Also, in April 2025 the AFM announced an exploratory inspection into information security. In cooperation with our network, we completed a self-assessment supported by various documents. The exploratory inspection was finalized in March 2026 and resulted in plan of approach based on the observations of the AFM.

In August 2025, the AFM announced an exploratory investigation into audit procedures related to the cash flow statement and selected three statutory audit files. The AFM investigated and discussed the approach in more detail with engagement teams. This exploratory inspection resulted in general good practices and observations reported in May 2026.

In September 2025, the AFM announced an (partly exploratory) inspection into our Audit Quality Review process. This inspection resulted in no findings, one good practice and observations reported in April 2026.

In January 2026, the AFM announced an inspection into responses to fraud risks. For this inspection, the AFM selected three individual selected statutory audit files. The inspection is ongoing and planned to be finalized later in 2026.

In February 2026, the AFM announced an exploratory inspection into the use of tooling as part of the audit. The AFM will investigate our internal quality system as well as our culture and behaviour around tooling and selected two statutory audit files for further inspection. The inspection is planned to be finalized in 2026.

In May 2026, the AFM announced a deep dive into our (internal quality system around) root cause analysis. This deep dive session took place in October 2026.

Dutch law requires audit firms to manage their business in a controlled and sound way. Consequently, we are required to inform the AFM immediately of any incident that has serious consequences for the integrity of our operations. One incident is reported to the AFM during the fiscal year 2025/2026, compared to zero incidents in the fiscal year 2024/2025.

In February 2025 the AFM filed a disciplinary complaint against a former (engagement) partner with respect to a statutory audit file of 2019. We refer to the section 'Disciplinary Proceedings' in this report.

Intensive supervision by the AFM

During fiscal year 2025/2026, we maintained a monthly dialogue with the AFM regarding the progress and results of our (root cause) analyses following the academic integrity investigation. We will continue this dialogue in the coming period as we advance the execution of our program.

This program is focused on:

- Strengthening consistency of communication by leadership in relation to application and interpretation of norms and behaviours, throughout the organization.
- Fostering a stronger speak-up and listen-up culture, with an ethical mindset.
- Enhancing ethical behaviour and strengthening integrity risk management.
- Removing potential practical obstacles ensuring that our people's behaviours in relation to ethical conduct and compliance are not hindered.

PCAOB

Public companies, whether located in the US or elsewhere, access US capital markets by complying with certain US legal requirements, including the requirement to periodically file audited financial statements with the US Securities and Exchange Commission (SEC). Under the Sarbanes-Oxley Act, the auditor of these financial statements - whether a US or a non-US auditor - must be registered with the PCAOB, and the PCAOB must regularly inspect the firm to assess its compliance with US laws and professional standards in connection with those audits. Our firm is registered with the PCAOB. We were subject to a PCAOB inspection in June 2025 where they reviewed our firm's quality control system and three engagements. PCAOB concluded all three files being sufficient.

Other external reviews

The Royal Netherlands Institute of Chartered Accountants (NBA) performed their regular periodical inspection in the fall of 2025. Of the in total 20 inspected engagements all, except one, were assessed as 'sufficient'.

In addition to inspections by the AFM and the NBA, the Dutch National Government (performed by the Dutch National Government Audit Services (Auditdienst Rijk) or ministries) and the Inspectorate of Education also conducted inspections. The two engagement reviews by the Dutch National Government regarding the audit of public institutions, as well as the two engagement reviews by the Inspectorate of Education regarding the audits of educational institutions, were assessed as 'sufficient' (the previous year all were also assessed as 'sufficient').

Dutch municipalities and provinces are subject to SISA (Single Information, Single Audit) reporting requirements to the Dutch Ministry of the Interior and Kingdom Relations regarding specific contributions that they receive from the central

government. SISA includes the attachment of a detailed annex to municipalities' financial statements. This annex is subject to external audit. The Dutch National Government Audit Service did perform one SISA inspection which was assessed as 'sufficient' (none in 2024/2025 or 2023/2024).

In 2025, the Dutch Healthcare Authority (Nederlandse Zorgautoriteit 'NZA') conducted a review on two engagements related to i) the Long Term Care Act (Wet Langdurige Zorg) and ii) to their supervision role on statutory regulations and duties. The Dutch Healthcare Authority informed us that their conclusion was 'sufficient' for both files (in previous year the inspected file was also assessed as 'sufficient').

▪ The professional organization of IT Auditors (NOREA) and the Dutch Media Authority (Commissariaat voor de Media) did not perform any quality reviews in the past years.

Disciplinary proceedings

On July 1, 2025, four disciplinary proceedings were pending. Three of these proceedings ended in the fiscal year 2025/2026.

Two of these are connected. In the fiscal year 2021/2022, a former partner of EY Advisory Netherlands LLP filed a disciplinary complaint against one of the former board members of Ernst & Young Accountants LLP and one of the former board members of Ernst & Young Nederland LLP for not addressing his alleged whistleblower complaints adequately. On March 10, 2023, the Disciplinary Council rejected the complaint against both of them. The former partner of EY Advisory Netherlands LLP appealed these decisions. In the fiscal year 2025/2026, a hearing took place. The Trade and Industry Appeals Tribunal handed down a decision and found the appeal to be unfounded. In the same matter, in the fiscal year 2025/2026, the former partner filed a new complaint against the former board member of Ernst & Young Accountants LLP for not addressing his alleged whistleblower complaints adequately. By Decision of the Chair, the complaint was found to be unsubstantiated. No objection has been filed against this decision.

In the third proceedings, the AFM filed a complaint in the fiscal year 2024/2025 that relates to the 2019 financial statements of an audit client. According to the AFM the auditor failed to obtain sufficient and appropriate audit evidence to reduce the audit risk to an acceptably low level. In the fiscal year

2025/2026, the defence has been submitted and the hearing before the Disciplinary Council took place. The Disciplinary Council handed down a decision and found the complaint partially substantiated and ordered a deregistration of 3 months.

During the fiscal year 2025/2026, no new disciplinary complaints were filed. As a result, on June 30, 2026, one disciplinary proceeding was pending.

In this proceeding, in the fiscal year 2024/2025 a claimant filed a complaint relating to transactions between an audit client and a third party, which, according to claimant, were fraudulent. By Decision of the Chair, the complaints against one of the former external auditors and the board member of EY Nederland B.V. were found unsubstantiated. Initially, claimant filed an objection against the Decision of the Chair but withdrew it later. As a result, only one complaint against a former auditor of the audit client remains. A hearing will take place in the fiscal year 2026/2027.

Claims under civil law relating to professional conduct

A demand letter is a letter including a notice of liability (aansprakelijkstelling). Demand letters may lead to an acknowledgement or a refutation of liability. We received two demand letters in the fiscal year 2025/2026 (2024/2025: one).

Civil law proceedings

On July 1, 2025, five civil law proceedings regarding our professional services were pending. These matters are currently still pending. In the fiscal year 2025/2026, one new legal procedure has been initiated. In these proceedings, the liquidators in the bankruptcy of a former audit client initiated a civil law procedure against our firm and the auditor of that client. These proceedings are still pending. Therefore, on June 30, 2025, six civil law proceedings are pending. Of these proceedings one, although formally still pending, is inactive.

Reports & complaints relating to professional services

Our firm receives reports and complaints relating to professional services through various channels, including the EY/Ethics Hotline and the designated complaints mailbox. Reports and complaints falling within the scope of our Regulation are assessed and, where necessary, investigated by the Complaints Committee. In fiscal year 2025/2026, no internal or external

reports relating to professional services were received (2024/2025: zero).

In addition, comments, questions and complaints may be received from clients and other stakeholders and are addressed at the appropriate level within the organization. In fiscal year 2025/2026, two complaints relating to EYA were received (2024/2025: two). This number excludes the demand letters referred to in the section above.

Engagement-level root cause analysis and action plans

Engagement-level root cause analysis is a central part of EYA's System of Quality Management. It focuses on understanding the causes of negative engagement outcomes, such as inspection findings or restatements, so that responsive action plans can be developed. Positive quality outcomes are also analysed to understand the behaviours demonstrated on those engagements and to determine how those behaviours can be replicated and promoted across EYA to continuously improve engagement quality. As part of this process, EY member firms assess whether the matters identified indicate findings in the broader System of Quality Management and use the results to support continuous improvement.

Identifying and assessing System of Quality Management deficiencies and performing root cause

Findings are identified through monitoring activities at the member firm, Region, or Global level and may indicate that one or more deficiencies exist in the design, implementation or operation of the System of Quality Management. EYA evaluates each finding or aggregation of findings to determine whether a deficiency exists. Findings and related assessment are reviewed by the System of Quality Management Oversight Committee.

If deficiencies are identified, EYA determines root cause, assess the severity and pervasiveness of the deficiencies, and develop remedial actions. Representatives from Global Professional Practice, Global Quality Leaders and Assurance Leadership meet periodically to review monitoring results and support consistency in assessing findings, evaluating deficiencies and performing root cause analysis under the Global System of Quality Management Monitoring and Remediation policy.

System of Quality Management remedial actions

EYA develops remedial actions for identified deficiencies to correct their effects, address them promptly and evaluate whether the remedial actions are effective.

Remedial actions are developed by the System of Quality Management Operational Committee and reviewed by the System of Quality Management Oversight Committee to ensure that they are appropriately designed and effective.

Network requirements and EY member firm responsibilities

When joining EYG, EY member firms agree to implement and comply with standards, principles, methodologies, policies, practices and technologies that are issued by EYG. These requirements cover topics such as quality, risk management, independence, client and engagement, acceptance and continuance, and knowledge sharing.

While EYG promulgates these requirements, EY member firms, including those in the Netherlands, retain ultimate responsibility for the design, implementation, and operation of their System of Quality Management. In fulfilling these responsibilities, EY member firms are at minimum required to:

- Review the EY Global Annual Reassessment of EY System of Quality Management Global Baselines
- Evaluate the relevance and implementation of EY System of Quality Management Global Baselines, including determining whether they should be adapted or supplemented to reflect the firm's specific circumstances
- Review applicable Monitoring Approach Plans and testing attributes for all Network controls
- Review Results of Monitoring Activities Report ("Reliance Memos") issued by the Network to all EY member firms

An aerial photograph showing a multi-lane highway with several cars driving on it. The highway is surrounded by a dense, lush green forest. A semi-transparent dark rectangle is overlaid on the left side of the image, containing the text "Infrastructure supporting quality".

**Infrastructure
supporting
quality**

Infrastructure supporting audit quality

Strategy

The global EY organization isn't waiting – it's shaping the future with confidence.

With audit quality as a foundational element of its **All in** global strategy, EY is elevating the audit experience for EY people and clients. By combining top talent with innovative technology, a continuous improvement mindset and a modernized audit methodology, EY is redefining what it means to bring assurance to the capital markets and companies it audits in the AI era.

The operating environment facing EY Assurance teams has been changing for a while now:

- The work facing EY teams is more complex
- The expectations of clients, investors and other stakeholders including EY professionals are shifting
- Technology transformation is advancing at a rate never seen before

As part of a multi-billion-dollar commitment to audit quality, technology and people, EY is transforming the audit to meet today's expectations – evolving how audits are designed, delivered and experienced.

EY's "Future of Audit. Now." transformation program builds upon its early technology investments – which are a powerful accelerator – but also recognizes that technology alone is not sufficient to fundamentally change the audit experience. Sustainable transformation requires technology, people and processes to work in sync.

EY's audit transformation is therefore anchored in three interconnected pillars:

- **Modern approach:** Clarifying the EY audit methodology and introducing more effective enablement and impactful learning, enabling auditors to focus more on risk.

- **Streamlined process:** Embedding specialized teams to facilitate industry knowledge and smarter delivery, allowing audit teams to focus on more complex and meaningful work delivery.
- **AI-powered platform:** Enabling guided workflows, advanced analytics and empowering human-agent teams by embedding agentic AI at enterprise scale, to enhance accuracy, improve risk assessment and make a fundamental shift toward AI-transformed audits.



Global Assurance Quality Network

The Global Assurance Quality Network and the Global Professional Practice Group (GPPG) work in tandem to support the delivery of quality audits. Supporting these two functions, additional quality focus is driven by:

- The Global System of Quality Management network
- Quality network within the non-Assurance service lines

The EY Global Assurance Quality Network is a group of senior Assurance leaders around the world who support EY member firm engagement teams and practice leaders in the execution of high-quality audits.

The Global Assurance Quality Network is instrumental in serving as:

- Experienced change agents who effectively communicate changes coming and the rationale behind the changes, and positively influence behaviours
- Dedicated methodology leaders who can guide engagement teams in their execution of audit strategies and answer technical questions
- Risk management leaders who can oversee audit portfolios, remain alert to signs of execution or client risk and positively intervene when necessary

Operational drivers who can enforce policies and support the System of Quality Management through activities such as monitoring adherences to pacing Milestones, monitoring the level of executive involvement and assessing partner workloads, and eliminating optionality to drive global consistency.

The Global Assurance Quality Network drives a focus on audit quality through:



Monitoring Key Performance Indicators (KPIs)

In addition to understanding the overall System of Quality Management annual results, Assurance leadership monitors the execution of the EY strategy and quality priorities through a combination of metrics or KPIs. While no single reportable metric or set of metrics can be viewed as a sole indicator of audit quality, a set of metrics can be used to give an indication of audit quality.

Supported by strong global integration of tools, practices and policies, country-specific data is accumulated monthly on a variety of topics. The KPIs include both leading and lagging quality-

related indicators, as well as metrics related to inspection results, audit pacing and execution, and resource demands and workforce planning. Each KPI is measured against established geographically specific and global targets, with outliers requiring an evaluation and remediation plan. The KPIs are also aligned to the EY accountability framework to reinforce priorities for the country leadership network and are subject to an annual review to help ensure they remain relevant and responsive to quality initiatives.

Examples of EY KPIs include:

- Internal and external inspection results
- Adherence to engagement pacing Milestones and executive involvement
- Actual versus planned headcount

The global KPI dashboard helps to inform the leadership at all levels of the EY organization about whether actions are having the intended effect or whether additional actions are needed.

We have added the KPI's in appendix 3.

Monitoring adherence to pacing milestone

Effective project management helps EY audit teams to stay focused on the risks that matter most across the audit cycle, better balancing the workload by allocating the right amount of time to complete the right tasks and involving executives in a timely way.

Milestones set completion due dates for important phases of the audit, and when used effectively, help to avoid time compression during the peak busy season. A well-paced, well-organized audit can result in a less stressful work environment. Teams that work collaboratively to set a manageable pace for the audit by tackling issues and clearing review notes in real time report higher morale overall, as well as a sense of personal ownership and accomplishment for the individual auditor.

Additionally, project management encourages auditors to be more thoughtful and intentional at every stage of the audit, accelerating learning and development, as well as creating a more meaningful experience along the way. The focus on project management in the global audit platform, EY Canvas, is powered by the Milestones program. Facilitated through dashboards in EY Canvas and the EY Canvas Reporting Hub, Milestones breaks the audit cycle down into specific tasks, with dates and steps designed to help achieve timely completion, and appropriate supervision and review. Adherence

to Milestones is monitored via KPIs, and the intervention with EY audit teams when Milestones are not achieved is an element of the System of Quality Management of EY.

Usage of EY Canvas client portal requests

EY Canvas allows EY teams to send clients requests for documents used to support the audit or for work to be performed by internal audit, as permitted by local laws and regulations. Clients work on the requests, upload documents and respond by using the EY Canvas Client Portal. Clients can see requests that have been assigned to them or to the group(s) of which they are a member (e.g., accounting, payroll or internal audit). The EY Canvas Client Portal also has several features available to assist clients with project management.

Designing and providing in-flight coaching

Across EY, more than 1,500 engagements of EY member firms a year receive some form of coaching under the globally provided program. This coaching is principally directed at areas where there have been more pervasive inspection findings, new enablement has been deployed, and new or revised auditing standards need to be applied.

Coaching can also be directed at EY audit teams utilizing new technology and automated tools and techniques to evaluate the proficiency with which the engagement teams are utilizing the technology. In the 2026 Global Quality Survey, 79% of Dutch respondents said they receive timely on-the-job coaching and feedback.

Observations from these coaching engagements are discussed with the EY audit teams and for items identified of more significance, local representatives from the Global Assurance Quality Network assist engagement teams in addressing the observations prior to the issuance of the auditor's report.

Designing and deploying enablement for new technology

Working with technology product owners and the Global Professional Practice, the Global Assurance Quality Network designs and deploys enablement and local implementation plans to assist EY audit teams in utilizing the automated tools and techniques as designed. The enablement and implementation support is activated by local quality networks.

The enablement is designed to be intuitive and easily consumable (e.g., short videos) while bridging the technology with methodology, thus

explaining the audit rationale behind the technology. Through the Global Assurance Quality Network's working relationship with the technology leadership team and the Global Professional Practice, the mandatory usage of certain automated tools and techniques is agreed on prior to release.

Designing and deploying enablement to address new or revised auditing standards and methodology enhancements

Working with the Global Professional Practice and other stakeholders, the Global Assurance Quality Network works to develop and deploy enablement to support the adoption of new or revised auditing standards as well as enhancements made to EY GAM.

Implementation plans are co-developed by representatives of the Global Assurance Quality Network and local member firm quality networks. These consist of activating champion and coaching networks to support the implementation and lead post-deployment the continuous feedback loop.

Activating local implementation plans to support engagement teams in the adoption of new, enhanced methodology and enablement

Professional practice

Global Professional Practice is a global network of technical professionals who advise EY assurance teams on accounting, auditing, reporting and risk matters, while also supporting quality management and monitoring.

Global Professional Practice develops accounting, auditing and sustainability guidance, learning and quality oversight policies, and the tools and enablement that help EY assurance teams deliver consistent, effective assurance engagements.

The Global Professional Practice Director (Global PPD), under the Global Vice Chair of Assurance, sets global audit quality control policies and procedures. Each of the Global Directors of Regional Professional Practice (Global PPD-Rs), Global Delivery Service PPD and Regional PPDs provide regional oversight, implementation support and consultation, helping strengthen the objectivity of audit quality and consultation processes.

Global PPD oversees EY GAM, related audit policies and technologies, and updates them to align with professional standards and regulatory

requirements. The Global Professional Practice also coordinates the development of the guidance, training and monitoring programs, including guidance for emerging issues such as geopolitical conflict and economic volatility.

Regional and Country PPDs, along with other professionals who work with them in each member firm, are available to support EY audit teams through consultation.

Global Professional Practice resources also include professionals focused on:

- Internal-control reporting and related EY GAM matters
- Accounting, auditing, sustainability and risk matters across topics, industries and sectors
- Engagement matters and working effectively with those charged with governance

The Country PPD is responsible for monitoring the member firm's System of Quality Management, including concurring with or recommending changes to the annual evaluation conclusion. The System of Quality Management is coordinated and monitored by Global Professional Practice representatives.

Risk management

The EY Global Risk Management function, led by the Global Risk Management Leader, supports a coordinated and forward-looking approach to identifying, managing and monitoring risk across the EY organization through the Enterprise Risk Management (ERM) program. The ERM program promotes collaboration across EY member firms, Regions and business units, helping share risk insights, leading practices and priorities across the EY network. This approach is designed to support consistent risk awareness and informed decision-making, while recognizing the separate legal status of EY member firms.

When events that present risks occur, Risk Management, in coordination with other Global functions, actively seeks input from EY member firms on lessons learned from both crisis management and business continuity standpoints. This after-action review process allows EY to evolve planning around its crisis response and management of crises at the EY member firm and global levels. Such reviews provide a higher degree of proactiveness especially in identifying emerging risks before they cause significant impact, and the prioritization of risks by each member firm. For example, this allows the EY Global Security Team

and Region Security Manager Network to work directly with their respective member firm crisis management teams in preparing for the most likely threats by incorporating training and advanced stages of readiness to its crisis management networks.

Additionally, Global Risk Management continues to focus on business resiliency in business continuity planning efforts in the EY organization. A key component of this approach is the recognition that many crises do not just "happen"; there are usually indicators of escalating factors as a crisis unfolds. This approach allows EY member firms to begin addressing mitigation of risks while continuing to carry on "business as usual" at the very early stages of a potential business impact situation. The creation of "escalation matrixes" around several ongoing and high-chance geopolitical events allow EY member firm and Region risk management crisis management teams to respond more rapidly and more effectively as events escalate. Additionally, these escalation matrixes and subsequent action item checklists go beyond traditional workforce life and safety issues by delving into factors that could impact a member firm's ability to effectively conduct business.

These changes enable EY member firms to navigate significant crises more effectively via a prepared holistic approach.

Three lines model

We find it helpful to think in terms of a so-called three lines model to structure our organization at EYA. We mirror our EY Global model as our guiding principle, enabling us to align with international practice and benefit from it. Naturally, we customize it to suit local conditions where necessary.

This results in the following structure:

- **First line:** Our professionals performing engagements and the primary processes Talent, Operations (including Innovation) and Markets (including Rotation) with the departments responsible for coordinating, supporting and/or implementing the respective processes. Our professionals are responsible on an engagement level and line management on a department or process level. The first line focuses on our professionals, our services and our clients.
- **Second line:** Departments which support, advise and monitor the first line. These

include departments focusing on professional practice, compliance, independence, anti-money laundering, data privacy, corporate law, and risk. The authority of these departments can also include approvals in their area of expertise, whereby the first line remains primarily responsible and the approvals by the second line secure, in segregation of duties, that the applicable criteria have been met and/or that assessments have been made adequately. Recognizing the second line incorporates many departments, multiple information and coordination lines are set up between them.

- **Third line:** Internal audit (IA) provides independent, risk-based, and objective assurance, advice, insight, and foresight to senior management, the Board of Directors and the Supervisory Board. IA fulfils the mandatory internal audit function on AML/CFT, and the Head of IA also fulfils the regulatory role of “Wta Officer”, which includes the responsibility to conduct internal oversight of compliance with the relevant requirements of the Wta and the EU Regulation 537/2014. In addition, IA adheres to the standards of the Institute of Internal Auditors (IIA), which is acknowledged by an external quality assessment.

Cybersecurity

Managing the risk of major and complex cyber-attacks is a part of conducting business for all organizations. While no systems are immune from the threat of cyber-attacks, EYA is vigilant in the steps it takes to secure and protect EY and EY client data.

The EY approach to cybersecurity is proactive and includes the implementation of technologies and processes necessary to manage and minimize cybersecurity risks around the globe. EY information security and data protection programs, consistent with industry practices and applicable legal requirements, are designed to protect and defend against unauthorized access to systems and data. There is a dedicated team of cybersecurity specialists, who constantly monitor EY systems and respond to cyber-attacks globally.

Beyond technical and process controls, all EY people are required to annually affirm in writing their understanding of the principles contained in

the EY Global Code of Conduct and their commitment to abide by them. There are also required security awareness learning activities. Various policies outline the due care that must be taken with technology and data, including, but not limited to, the Global Information Security Policy, and the Global Acceptable Use of Technology Policy. EY cybersecurity policies and processes recognize the importance of timely communication.

EY people receive regular and periodic communications, reminding them of their responsibilities outlined in these policies and of general security awareness practices.

Digital operational resilience

As part of the EU’s Audit Directive and ISQM 1, audit firms are required to identify and address risks related to Information, Communication and Technology risk (ICT).

EY takes a proactive approach to mitigate ICT risks through incident response processes and associated plans. These provide a comprehensive methodology for responding to incidents, which may include IT, systems-related or cyber security matters. Disaster recovery also forms part of the potential response to any incident, where there is a requirement for an infrastructure service or application to be recovered, following a long term or critical disruption to service. This could be recovery from an impactful incident that disrupts service or another disruptive event.

EY maintains an IT Business Continuity Policy that defines recovery requirements for applications. Applications considered critical through the Business Impact Assessment process are required to have Disaster Recovery plans in alignment with stated Recovery Point Objectives and Recovery Time Objectives. These Disaster Recovery plans are tested annually for validation of resiliency.

EY maintains ISO 22301 Business Continuity certifications for three Global Data Centers in the U.S., Germany, and Singapore. In addition, the Microsoft Azure cloud platform, which hosts EY’s Assurance technology, is ISO 22301 certified.

A large flock of flamingos is captured in flight over a vast, deep blue ocean. The birds are in various stages of their wing strokes, with some wings fully extended and others tucked. The sky above is filled with soft, white clouds, creating a serene and naturalistic atmosphere. The overall scene conveys a sense of freedom and movement.

Independence practices

Independence practices

The EY Global Independence Policy requires EYA and our people to comply with the independence standards applicable to specific engagements, (e.g., the IESBA Code and Dutch rules on auditors' independence (e.g. the Regulation regarding the Independence of Accountants performing Assurance engagements' (*Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten*)).

We consider and evaluate independence regarding various aspects, including our financial relationships and those of EY professionals and other personnel; employment relationships; business relationships; the permissibility of services we provide to audit clients; applicable firm and partner rotation requirements; fee arrangements; audit committee pre-approval or pre-concurrence, as applicable; and partner remuneration and compensation.

Failure to comply with applicable independence requirements will factor into decisions relating to a person's promotion and compensation, and may lead to disciplinary measures, including separation from our firm.

EYA has implemented EY global applications, tools and processes to support us and our people in complying with independence policies.

EY Global Independence Policy

The EY Global Independence Policy contains the baseline independence requirements for EY member firms and EY people. The policy is predicated, to the extent practicable, on the IESBA Code and supplemented by more stringent requirements in jurisdictions where prescribed by the local legislative body, regulator or standard-setting body. The policy also contains guidance designed to facilitate an understanding and the application of the independence rules. The EY Global Independence Policy is readily accessible and easily searchable on the EY intranet.

The EY Global Independence Policy is an Intellectual resource provided by a global function to drive consistency in the System of Quality Management.

Global Independence System

The Global Independence System (GIS) is an intranet-based tool that helps EY people identify the entities from which independence is required and the independence restrictions that apply. It includes all independence-restricted entities comprised of EY audit clients and their affiliates, including publicly traded entity audit clients, other public interest audit clients and private audit clients, and includes other types of attest clients. The tool includes family-tree data relating to audit clients and their affiliates, other entities for which independence restrictions apply, and other entities for which there are no independence restrictions. Family-tree data is validated by client-serving engagement teams. The entity data includes notations that indicate the independence requirements that apply to each entity, helping EY people determine the type of services that can be provided or other interests or relationships that can be entered into.

GIS is an example of a technological resource made available to EY member firms to drive consistency in the System of Quality Management.

Global Monitoring System

The Global Monitoring System (GMS) is another important global tool that assists in identifying proscribed securities and other impermissible financial interests. EY professionals ranked as manager and above are required to enter details about all securities they hold, and those held by their immediate family, into the GMS. When a proscribed security is entered or if a security held by an EY professional becomes proscribed, the EY professional receives a notice and is required to dispose of the security. Identified exceptions are reported through an independence incident reporting system for regulatory matters.

GMS also facilitates quarterly and annual confirmation of compliance with independence policies, as described below. GMS is an example of a technological resource made available to EY member firms to drive consistency in the System of Quality Management.

Independence compliance

EY processes and programs are aimed at enabling and monitoring the compliance with independence requirements of EY member firms and their people. These include the following activities, programs and processes.

Independence confirmation

All EY client-serving professionals at the ranks of manager through partner, and certain other personnel based on role or function, are required to confirm compliance with independence policies and procedures quarterly, and on an annual basis all ranks confirm compliance. In addition, all EY people are required to confirm compliance with the EY Global Code of Conduct annually.

Personal independence compliance testing

Each year, the EY Global Independence team establishes a program for personal independence compliance testing (PICT), which is an audit of an individual's compliance with the requirement to report financial interests in GMS and is conducted under the leadership of the Country Independence Leader of each EY member firm. As part of the PICT, selected individuals will provide account statements and other documentation of their financial interests, which are then compared with information reported in GMS as of the relevant period being tested to determine if there are unreported interests and relationships. Any unreported interests or relationships are evaluated, with consequences assigned as deemed appropriate. For the 2026 testing cycle, EY Netherlands tested 247 partners and other professionals.

Non-audit services

EY enables and monitors compliance with professional standards, laws and regulations governing the provision of non-audit services to audit clients through a variety of mechanisms. The enablement includes the use of tools, such as PACE (see page 27), GIS (see page 51), and the Service Offering Reference Tool (SORT) (see below), and training. The monitoring includes required procedures completed during the performance of audits and internal inspection processes. There is also a process in place for the review and approval by Independence professionals of certain non-audit services in advance of accepting the engagement.

Global independence learning

EY develops and deploys independence learning programs for all EY client-facing professionals and certain other personnel based on their role or function. These professionals and other personnel are required to complete an annual independence learning to help maintain independence from EY audit clients.

The goal is to help EY professionals and others understand their responsibilities and to enable each of them, and their member firms, to recognize and be free from interests that might be regarded as incompatible with objectivity, integrity and impartiality in serving an audit client.

The annual independence learning program covers independence requirements, focusing on recent changes to policy, as well as recurring themes and topics of importance. Timely completion of annual independence learning is required and is monitored.

In addition to the annual learning program, independence awareness is promoted through events and materials, including new-hire programs and core service line curricula.

The annual independence learning program is an intellectual resource made available to EY member firms to drive consistency within the System of Quality Management.

Service Offering Reference Tool (SORT)

SORT serves as the master list of approved EY services. EY's portfolio of services is reviewed and assessed on an ongoing basis to determine whether they are permitted by professional standards, laws and regulations, and to make sure the right methodologies, procedures and processes are in place as new service offerings are developed. Services that could present undue independence or other risks are restricted from being provided.

SORT further provides EY people with information about EY service offerings. It includes guidance on which services can be provided to audit and non-audit clients, as well as independence and other risk management matters and considerations.

SORT is an example of a technological resource made available to EY member firms to drive consistency within the System of Quality Management.

Business Relationships Independence Data Gathering and Evaluation (BRIDGE)

EY people are required to use the BRIDGE tool in many circumstances to identify, evaluate and obtain advance approval of a potential business relationship with an audit client, thereby supporting compliance of EY with independence requirements.

BRIDGE is an example of a technological resource made available to EY member firms to drive consistency within the System of Quality Management.

Audit committees and oversight of independence

We recognize the important role audit committees or similar corporate governance bodies undertake in the oversight of auditor independence. Empowered and independent audit committees or similar corporate governance bodies perform a vital role on behalf of shareholders in protecting independence and preventing conflicts of interest. We are committed to clear and regular communication with audit committees or similar corporate governance bodies. Through the EY quality review programs, we monitor and test compliance with EY standards for communications to audit committees or similar corporate governance bodies, as well as the pre-approval or pre-concurrence of non-audit services, as applicable.

Safeguarding independence in The Netherlands

We further intensified our efforts to ensure compliance within EY Netherlands with all applicable independence rules. The EY Netherlands Independence Desk, whose area of responsibility covers all EY professionals and service lines in the Netherlands. The Independence Desk is structured to be able to plan and operate pro-actively in all relevant independence-related areas. It is able to look deeply into situations in areas where independence rules may be at risk of being breached. If and when breaches of independence rules are discovered, the circumstances are

evaluated and assessed as to whether further process improvements are necessary.

We benefit from these improvements. In parallel we continued our campaign in the Netherlands to stress to all our professionals the importance of full compliance with all applicable independence rules. This campaign is reinforced by a personal independence partner sanction framework as well as a personal independence executive sanction framework from the level of manager and up.

Both EU regulations and the more restrictive Dutch 'Regulation regarding the Independence of Accountants performing Assurance engagements' prohibit auditors of a PIE client to provide non-audit services to this client, with very few exceptions. No cases of non-compliance were identified during the fiscal year 2025/2026.

Personal independence in the Netherlands¹

Our professionals have to comply with internal and external rules on personal independence. We monitor, for example, the compliance of our professionals with rules regarding directorships they are not allowed to accept. Professionals ranked as manager and above are required to enter details about all securities they hold, or those held by their immediate family, into the GMS. Compliance with the GMS requirements is monitored through our PICT program. Our sample sizes vary from year to year; we aim to ensure that all partners are tested at least once every five years, with certain partners in managerial roles being selected more frequently.

79 partners (equity) were tested in the period covered (1 April 2025 to 30 June 2026²). These tests identified one administrative violation which resulted in a financial penalty. In 2024/2025: 59 partners (equity) were tested (resulting in three independence breaches for one partner and three partners with firm policy violations (one administrative)).

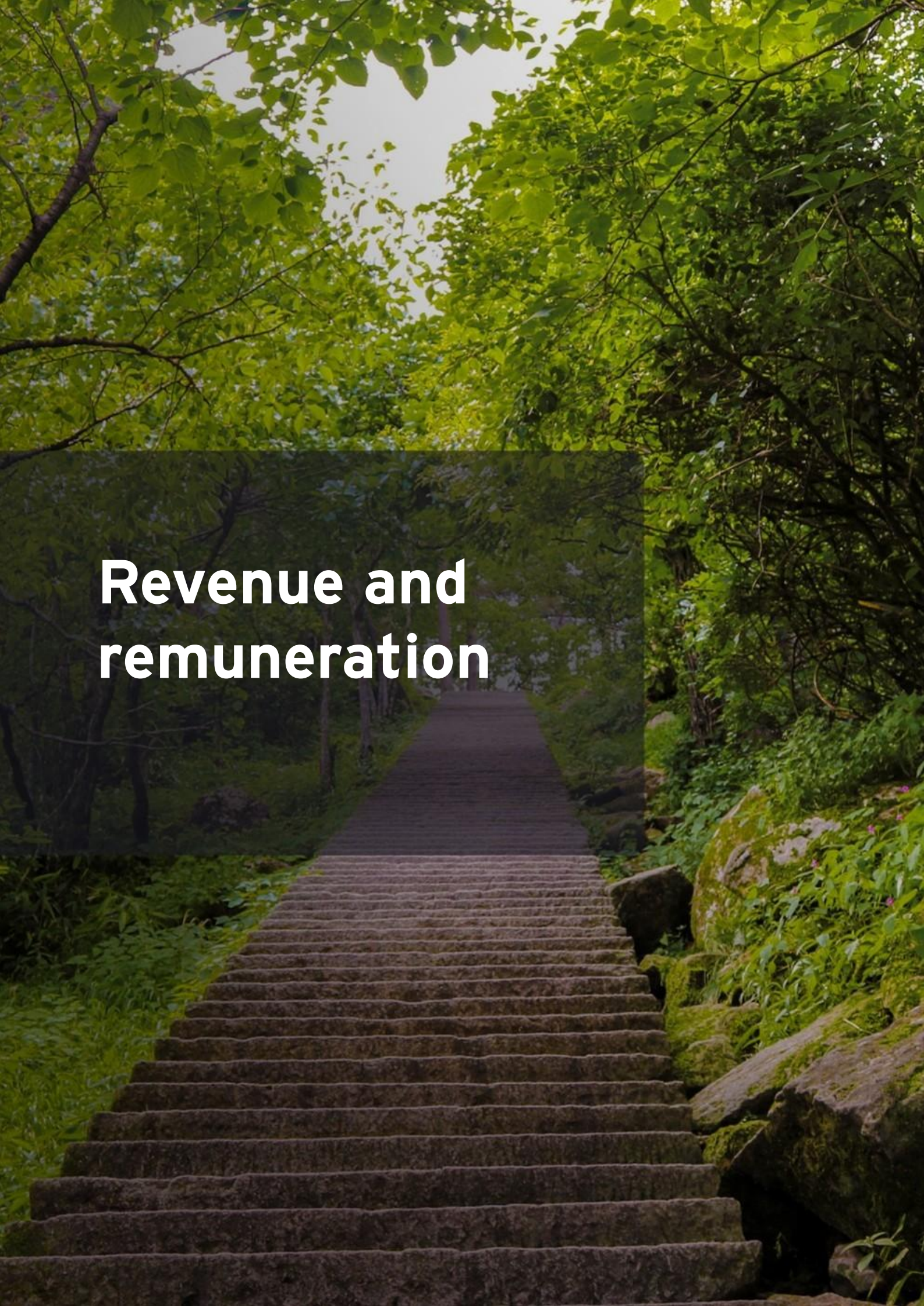
During the period, 168 executives, including non-equity partners, were tested. This resulted in one breach involving an impermissible investment held through a spousal pension plan, as well as

¹ Figures in this paragraph relate to EY Netherlands and not only EYA in the Netherlands as non-assurance partners and employees may cause independence violations related to assurance engagements.

² The internal EYG firm Independence year has been aligned with SQM moving for 31 March to 30 June and resulting in an additional quarter (Q5: April - June) for FY26.

fifteen administrative violations. For all sixteen executives this resulted in non-financial performance consequences (2024/2025: 125 tests, one breach, fifteen administrative violations, for which all sixteen executives received a non-financial performance consequence).

The overall non-compliance rate for partners and executives is 7% (prior period: 11%).

A photograph of a stone staircase leading up a hill through a lush green forest. The stairs are made of large, flat stones and lead up a grassy slope. The forest is dense with green trees and foliage, creating a canopy overhead. The lighting is soft and natural, suggesting a daytime setting. The overall mood is peaceful and serene.

Revenue and remuneration

Revenue and remuneration

Financial information

Revenue represents combined, not consolidated, revenues (excluding HVG Law B.V.), and includes expenses billed to clients and revenues related to billings to other EY member firms. Revenue amounts disclosed in this report include revenues from both audit and non-audit clients.

The revenue of EY Nederland B.V. is specified in the table below:

Revenue from rendering of services EY Nederland B.V. (€000,000)	2025/2026		2024/2025	
	€	%	€	%
Statutory audit services	318	66%	313	66%
Other assurance services	110	23%	106	23%
Assurance services	428	89%	419	89%
Assurance-related services	7	1%	5	1%
Other services	45	9%	46	10%
EY Accountants B.V.	480	100%	470	100%
EY Belastingadviseurs B.V.	336		318	
EY Adviseurs B.V.	280		269	
EY Nederland B.V. and subsidiaries	51		61	
Intercompany eliminations	-66		-92	
EY Nederland B.V.	1.081		1.026	

This breakdown can also be stated in accordance with Article 13 (2) (k) of the EU Regulation 537/2014:

EY Accountants B.V. 2025/2026 (€000,000)		OOB clients		Other clients	Total
		Netherlands	Other Countries		
ad i	Revenues from the statutory audit of (a) annual and consolidated financial statements of public-interest entities and (b) entities belonging to a group of undertakings whose parent undertaking is a public-interest entity.	91	9		100
ad ii	Revenues from the statutory audit of annual and consolidated financial statements of other entities.			219	219
ad iii	Revenues from permitted non-audit services to entities that are audited by the statutory auditor or the audit firm.	21	2	36	59
ad iv	Revenues from non-audit services to other entities.			102	102
Total revenue from rendering of services EY Accountants B.V.		112	11	357	480

In the tables above, revenues from statutory audit services are presented in line with the definition of a statutory audit in Article 1 of the Dutch Audit Firms Supervision Act, including attachments. This definition differs from the definition of a statutory audit in Article 13 (2) (k) of the EU Regulation 537/2014.

In the tables above, revenues from statutory audits at entities belonging to a group of undertakings of which the parent is a public interest entity (the subsidiaries of a PIE), are limited to those entities of which the parent company (the PIE) is audited by EYA or by a member firm of the international EY network.

Partner remuneration

Quality is at the centre of the EY strategy and is a key component of EY performance management systems. Our partners are evaluated and compensated based on criteria that include specific quality and risk management indicators. Equally, when our partners do not adhere to quality standards, remedial actions are taken. These may include performance monitoring, compensation adjustment, additional training, additional supervision or reassignment – or, in instances of repeated or particularly serious non-compliance, separation from EY.

Please see the Accountability Frameworks section of this report to better understand how the frameworks outline criteria for measuring alignment between an individual's overall performance rating and their quality rating.

EY policies prohibit evaluating and compensating lead audit engagement partners and other key audit partners on an engagement based on the sale of non-audit services to companies they audit. This reinforces to EY member firm partners their professional obligation to maintain independence and objectivity. For audits conducted in accordance with the requirements of Directive 2014/56/EU of the European Parliament and of the Council of 16 April 2014, EY prohibits evaluating and compensating any partner or professional involved in, or able to influence the carrying out of, an audit engagement based on the sale of non-audit services to their audit clients. This reinforces that professionals are obligated to maintain independence and objectivity.

Specific quality and risk performance measures have been developed and included as part of the Accountability frameworks.

The EY partner compensation philosophy calls for meaningfully differentiated rewards based on a partner's level of performance, as measured within the context of the performance management framework. Partners are assessed annually on their performance in providing high-quality, exceptional client service and EY people engagement, alongside financial and market metrics.

We operate under a system that requires quality to be a significant consideration in a partner's overall year-end rating.

To recognize different market values for different skills and roles, and to attract and retain high-performing individuals, the following factors are also considered when we determine our partners' total reward:

- Experience
- Role and responsibility
- Long-term potential

LEAD for partners, principals, executive directors and directors (PPEDDs) applies to all partners in EYG member firms around the world. LEAD for PPEDDs reinforces the global business agenda by continuing to link performance to wider goals and values. The process includes goal setting, ongoing feedback, personal development planning and performance review, and is tied to partners' recognition and reward. Documenting partners' goals and performance is the cornerstone of the evaluation process. A partner's goals are required to reflect various global priorities, one of which is quality.

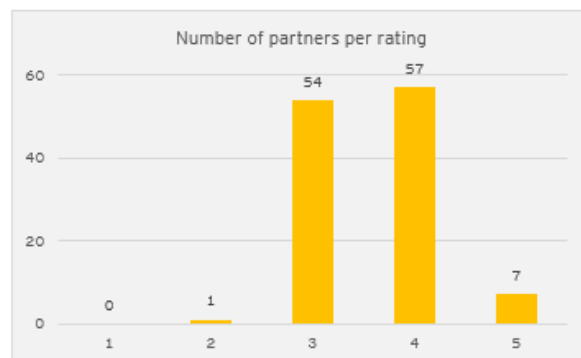
Within the LEAD framework, each partner is assigned to one of four categories:

- Need to progress
- Progressing
- Differentiating
- Strategic Impact

The category to which a partner is assigned is an important factor in determining the partner's equity remuneration and its annual growth but leaves margins for individual upward or downward yearly adjustments, according to the performance of the partner equity during the relevant year, in comparison with peers. The remuneration of partners non equity is based on the evaluation outcome, whereas a performance award is also based on the LEAD category.

Quality has a decisive influence on the score of a partner on this 3-point scale. Quality itself, in turn, is measured using an indicator with a numerical 5-point scale, where 1 is the lowest score and 5 the highest. To stress the importance of quality in the assessment of the performance of our partners a quality rating lower than 3 in general means that the overall rating of the partner will be "Did not meet expectations".

For the Q&ERM year 2026 (period from 1 April 2025 to 31 March 2026), the rating of our external auditors (a group that includes most, but not all of our partners) on the 5-point quality scale (5 is the highest score) was as follows:





Appendix 1: PIE audit clients

Appendix 1: PIE audit clients

EYA PIE audit clients

EYA applies the independence requirements applicable to PIEs under the IESBA Code of Ethics International Independence Standards, and the requirements of any local independence standards applicable to PIEs, to the following entities we audit, as well as any entity audited by EYA with a cross-border listing or filing requirement, if the listing or filing requirement causes the entity to meet the PIE definition in the country of listing/filing or the country where the audit opinion is being issued, including but not limited to the entities listed in Appendix 1.

In the fiscal year that ended on 30 June 2026, EYA performed audits of the following PIEs (public interest entities under Dutch law (OOBs):

Aalberts N.V.	Boiro Finance B.V.
ABN AMRO Bank N.V.	Brunel International N.V.
ABN AMRO Captive N.V.	bunq B.V.
ABN AMRO Clearing Bank N.V.	Coloplast Finance B.V.
ABN AMRO Hypotheken Groep B.V.	DAS Nederlandse Rechtsbijstand Verzekeringmaatschappij N.V.
Achmea B.V.	Davide Campari-Milano N.V.
Achmea Bank N.V.	De Friesland Zorgverzekeraar N.V.
Achmea Pensioen- en Levensverzekeringen N.V.	Douro Finance B.V.
Achmea Reinsurance Company N.V.	Ease2pay N.V.
Achmea Schadeverzekeringen N.V.	Ebusco Holding N.V.
Achmea Zorgverzekeringen N.V.	Enexis Holding N.V.
ACOMO N.V.	Enexis Netbeheer B.V.
ad pepper media International N.V.	Essity Capital B.V.
Airbus SE	FBTO Zorgverzekeringen N.V.
Akelius Residential Property Financing B.V.	GarantiBank International N.V.
Algarve International B.V.	Gasunie Transport Services B.V.
argenx SE	Heimstaden Bostad Treasury B.V.
Ariston Holding N.V.	Holcim Sterling Finance (Netherlands) B.V.
ASM International N.V.	Hydratec Industries N.V.
ASN Bank N.V.	IMCD N.V.
ASN Beleggingsfondsen AIF N.V.	International Card Services B.V.
ASN Beleggingsfondsen UCITS N.V.	Interpolis Zorgverzekeringen N.V.
Asset Repackaging Trust Five B.V.	IZA Zorgverzekeraar N.V.
Asset Repackaging Trust SIX B.V.	Klaverblad Schadeverzekeringsmaatschappij N.V.
Atlanteo Capital B.V.	Koninklijke BAM Groep N.V.
Banijay Group N.V.	Koninklijke Bibliotheek
Basic-Fit N.V.	Lavide Holding N.V.
Bastion 2021-1 NHG B.V.	Lemonade Insurance N.V.
Bastion 2022-1 NHG B.V.	Lifetri Verzekeringen N.V.
BBVA Global Markets B.V.	Lowland Mortgage Backed Securities 7 B.V.
BE Semiconductor Industries N.V.	Mizuho Bank Europe N.V.
BNP Paribas Fund III N.V.	N.V. Hagelunie

N.V. Nederlandse Gasunie
 N.V. Noordhollandsche van 1816,
 Schadeverzekeringsmaatschappij
 N.V. Univé Her
 N.V. Univé Schade

 N.V. Univé Zorg
 N.V. Zorgverzekeraar UMC
 NatWest Markets N.V.
 NE Property B.V.
 Nederlandse Organisatie voor Wetenschappelijk
 Onderzoek (NWO)
 Nederlandse Waterschapsbank N.V.
 NEPI ROCKCASTLE N.V.
 NIBC Bank N.V.
 Norinchukin Bank Europe N.V.
 Onderlinge Verzekeringsmaatschappij Univé Samen
 U.A.
 Onderlinge Waarborgmaatschappij Centramed B.A.
 Onderlinge Waarborgmaatschappij MediRisk B.A.
 ONWARD Medical N.V.
 Palmboomen Cultuur Maatschappij Mopoli
 (Palmeraies De Mopoli) N.V.
 PEARL Mortgage Backed Securities 1 B.V.
 Pepco Group N.V.
 QIAGEN N.V.
 Reis- en Rechtshulp N.V.
 REN Finance B.V.
 Royal Schiphol Group N.V.
 Sagax EURO MTN NL B.V.
 SCILDON N.V.
 SIF Holding N.V.
 Signify N.V.
 Sligro Food Group N.V.
 Solitaire I B.V.
 SRLEV N.V.
 Stichting Antares Woonservice
 STICHTING ARCADE mensen en wonen
 Stichting Bedrijfstakpensioenfondsen voor de
 Bouwnijverheid
 Stichting BPL Pensioen
 Stichting Casade
 Stichting De Huismeesters
 Stichting HW Wonen
 Stichting Nijestee
 Stichting Oosterpoort Wonen

Stichting Parteon
 Stichting Pensioenfondsen ING

 Stichting Pensioenfondsen Medisch Specialisten
 Stichting Pensioenfondsen Rail & Openbaar Vervoer
 Stichting Pensioenfondsen voor de Woningcorporaties
 Stichting Pensioenfondsen Werk- en (re)Integratie
 Stichting Philips Pensioenfondsen
 Stichting PME Pensioenfondsen
 Stichting Portaal
 Stichting Rabobank Pensioenfondsen

 Stichting Shell Pensioenfondsen
 Stichting Thius
 Stichting Weller Wonen
 Stichting WonenBreda
 Stichting Woonbedrijf SWS.Hhvl

 Stichting Woonpartners
 Stichting Woonzorg Nederland
 Stichting ZOwonen
 STMicroelectronics N.V.

 Tulip Mortgage Funding 2024-1 B.V.
 Univé Dichtbij Brandverzekeraar N.V.
 Univé Het Groene Hart Brandverzekeraar N.V.
 Univé Noord-Holland Brandverzekeraar N.V.
 Univé Noord-Nederland Verzekeraar N.V.
 Univé Oost Brandverzekeraar N.V.
 Univé Stad en Land Brandverzekeraar N.V.
 Univé Zuid-Nederland Verzekeringen N.V.
 Universal Music Group N.V.
 UVM Verzekeringsmaatschappij N.V.
 VanEck ETFs N.V.
 VCL Master Netherlands B.V.
 Veterfina Verzekeringsmaatschappij N.V.
 VGZ Zorgverzekeraar N.V.
 Volkswagen Financial Services N.V.
 Volkswagen International Finance N.V.

 Waard Schade N.V.
 Woningstichting Rochdale
 Woningstichting Veenvesters
 Yapi Kredi Bank Nederland N.V.
 ZF Europe Finance B.V.
 Zilveren Kruis Zorgverzekeringen N.V.

A photograph of a beach at sunset. The foreground is filled with dark, smooth pebbles. A single, large, translucent yellow rock sits prominently in the center. The background shows the ocean with gentle waves under a soft, orange and blue sky.

Appendix 2: Approved EY member firms

Appendix 2: Approved EY member firms

List of approved EY member firms in an EU or EEA member state

As of 30 June 2026, the following EY member firms are approved to carry out statutory audits in an EU or EEA member state:

Member State	Statutory auditor or audit firm
Austria	Ernst & Young Wirtschaftsprüfungsgesellschaft m.b.H.
Belgium	EY Assurance Services SRL
	EY Bedrijfsrevisoren SRL
	EY Europe SRL
Bulgaria	Ernst & Young Audit OOD
Croatia	Ernst & Young d.o.o.
Cyprus	Ernst & Young Cyprus Limited
	Ernst & Young CEA (South) Services Ltd
	Ernst & Young CEA (South) Holdings Plc
Czech Republic	Ernst & Young Audit, s.r.o.
Denmark	EY Godkendt Revisionspartnerselskab
Estonia	Ernst & Young Baltic AS
	Baltic Network OU
Finland	Ernst & Young Oy
France	Auditex
	Ernst & Young Audit
	Ernst & Young et Autres
	EY & Associés
	EY France
Germany	EY GmbH & Co.KG Wirtschaftsprüfungsgesellschaft
	Ernst & Young Heilbronner Treuhand-GmbH Wirtschaftsprüfungsgesellschaft
	EY Revision und Treuhand GmbH Wirtschaftsprüfungsgesellschaft
	TS GmbH Wirtschaftsprüfungsgesellschaft
	Schitag Schwäbische Treuhand GmbH Wirtschaftsprüfungsgesellschaft
	EY Deutschland GmbH Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft
	EY Verwaltungs-GmbH Wirtschaftsprüfungsgesellschaft
	EY-Parthenon GmbH Wirtschaftsprüfungsgesellschaft
	EY Beteiligungs-GmbH Wirtschaftsprüfungsgesellschaft

Member State	Statutory auditor or audit firm
Greece	Ernst & Young (Hellas) Certified Auditors Accountants S.A.
Hungary	Ernst & Young Könyvvizsgáló Korlátolt Felelősségű Társaság
Ireland	Ernst & Young Chartered Accountants
Italy	EY S.p.A.
Latvia	Ernst & Young Baltic SIA
Liechtenstein	Ernst & Young AG, Basel
	EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Stuttgart, Germany
	Ernst & Young AG, Vaduz
Lithuania	Ernst & Young Baltic UAB
Luxembourg	Ernst & Young Luxembourg
	EYL Luxembourg
	Ernst & Young
Malta	Ernst & Young Malta Limited
Netherlands	EY Accountants B.V.
Norway	Ernst & Young AS
Poland	Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością
	Ernst & Young Usługi Finansowe Audyt spółka z ograniczoną odpowiedzialnością
	Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością Finance spółka komandytowa
	Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością spółka komandytowa
Portugal	Ernst & Young Audit & Associados–SROC, S.A.
Romania	Ernst & Young Assurance Services SRL
	Ernst & Young Support Services SRL
Slovakia	Ernst & Young Slovakia, spol. s r.o.
Slovenia	Ernst & Young d.o.o.
Spain	Ernst & Young S.L.
Sweden	Ernst & Young AB

Total turnover for the year ended on 30 June 2026 for these EY member firms, resulting from statutory audits of annual and consolidated financial statements was approximately €2.96 billion



Appendix 3: Audit Quality Indicators

Appendix 3: Audit Quality Indicators

Introduction

On September 25, 2014, the working group “Toekomst accountantsberoep” of our professional association NBA published the report “In het publiek belang” (“In the public interest”). Among other important proposals to increase the quality of services provided by Dutch audit firms, this report contained a set of key performance indicators (KPIs) which Dutch Audit firms with an OOB license should report on regularly. This proposal by the working group was endorsed by the NBA. On 4 March 2016, the NBA published a guidance document on a standard set of KPIs to be published in the Transparency Report of OOB licensed audit firms. In this Appendix, we provide the information regarding these KPIs for our firm. Where a KPI coincides with an internal EY KPI included in this Transparency Report, we provide a reference. If we cannot give a score for a KPI, we indicate why. In the coming year we expect to include the new audit quality indicators based upon the Dutch legislative proposal ‘Wijzigingswet accountancysector’.

Teaming general

1. Number of partners, (senior) managers and other team members (based on FTE). Total numbers per group and numbers as a percentage of total headcount. These figures include FTEs at supporting services within our service line Assurance.

	2025 - 2026		2024 - 2025	
	FTE	%	FTE	%
Partners	181	8.9	172	8.3
(Sr.) Manager	545	26.8	554	26.9
Other	1,309	64.3	1,335	64.8
Total	2,035	100.0	2,061	100.0

2. Average number of years of experience, split between partners, (senior) managers and other team members. Only the years of employment/partnership at EY are registered and included for the score of this KPI.

	2025 - 2026	2024 - 2025
Partner	20.0	20.5
(Sr.) Manager	9.3	8.9
Other	3.0	2.9
Total	6.2	6.0

3. Hours spent on audit engagements (split between OOBs and non-OOBs), other engagements and internal projects by partners, (senior) managers and other team members (excluding specialist hours). Total number of hours and number of hours as a percentage of all hours spent by each group.

	2025 - 2026				2024 - 2025			
	Partner	(Sr.) Manager	Other	Total	Partner	(Sr.) Manager	Other	Total
Financial audit (OOB)	42,510	116,933	272,996	432,439	41,042	114,888	300,393	456,323
Percentage of total	10.5	9.5	8.5	9.0	10.2	10.1	9.6	9.8
Financial audit (Non-OOB)	83,693	319,051	990,263	1,393,007	86,225	308,030	1,020,946	1,415,201
Percentage of total	20.6	25.9	31.0	28.8	21.5	27.0	32.6	30.3
Other engagements	47,404	203,782	542,764	793,950	47,074	191,418	510,251	748,743
Percentage of total	11.7	16.6	17.0	16.4	11.7	16.8	16.3	16.0
Indirect hours	232,380	589,812	1,387,496	2,209,688	226,406	526,569	1,299,289	2,052,264
Percentage of total	57.2	48.0	43.4	45.8	56.5	46.2	41.5	43.9
Total	405,987	1,229,578	3,193,519	4,829,084	400,747	1,140,905	3,130,879	4,672,531

4. Overtime hours as a percentage of total available contract hours.

% of total available contract hours	2025 - 2026	2024 - 2025
Percentage of overtime	4.0	4.7

Teaming and coaching

5. Training hours of partners / employees per group (internal and external training). Total hours spent by each group and average per FTE.

	Total hours		Hours per group member	
	2025 - 2026	2024 - 2025	2025 - 2026	2024 - 2025
Partners	11,644	11,570	64	67
(Sr.) Managers	50,423	40,934	93	74
Other	289,611	271,760	221	204
Total	351,678	324,264	173	157

6. Average investment (cash out in euros) in training and education per employee.
In the absence of an unambiguous definition of this KPI, we cannot provide a score.

7. Number of internal hours spent on preparation and provision of training/teaching courses.

	2025 - 2026	2024 - 2025
Preparation time	30,232	11,389
Delivery time	15,446	9,861
Total	45,678	21,250

8. Average number of hours spent on an audit by partners, (senior) managers and other team members, split between OOB and non-OOB audit engagements. Hours per group as a percentage of the total number of hours spent by all groups together ('leverage').

	2025 - 2026		2024 - 2025	
	Financial audit OOB	Financial audit non-OOB	Financial audit OOB	Financial audit non-OOB
Partners	9.9%	6.0%	9.0%	6.1%
(Sr.) Manager	27.0%	22.9%	25.2%	21.8%
Other	63.1%	71.1%	65.8%	72.1%
Total	100.0%	100.0%	100.0%	100.0%

9. Number and ratio of engagements for which the benchmark for KPI 8 is not met.
The benchmark has not yet been defined.

10. People survey results relating to coaching and audit quality topics

% employees that agree	2025 - 2026	2024 - 2025
Overall outcome: people who have an exceptional EY experience	82%	77%

Quality measures

11. Audit hours spent per stage of the audit before and after financial year-end.
We cannot provide a score for this KPI, as our current systems do not include the required information with this level of detail.

12. Number of FTEs working for PPG (Vaktechniek), other quality-related support functions and the Independence Desk, split between partners, (senior) managers and other team members.

FTE	2025 - 2026				2024 - 2025			
	Partner	(Sr.) Manager	Other	Total	Partner	(Sr.) Manager	Other	Total
Assurance support	4.1	8.6	1.0	13.7	5.3	8.3	0.6	14.2
Accounting support	6.0	13.5	0.0	19.5	5.9	12.6	1.4	19.9
Quality Monitoring & Development	3.6	13.2	5.8	22.6	3.1	12.8	7.6	23.5
Data Quality Support	1.0	7.0	5.0	13	1.0	7.0	4.0	12
Internal Audit	1.0	3.7	0.0	4.7	1.0	4.7	0.0	5.7
Independence	1.8	7.2	4.1	13.1	1.8	7.5	4.1	13.4
Total	17.5	53.2	15.9	86.6	18.1	52.9	17.7	88.7

13. Number of consultations relating to audit and accounting topics.

	2025 - 2026	2024 - 2025
Accounting	20	25
Auditing	590	572
Total	610	597

14. Number of annual report reviews (Accounting Review, ARs) conducted by experts outside the audit team before issuance of the audit opinion (including annual report reviews as part of the OKB process. OKB is the term used within EY Netherlands for EQRs i.e. Engagement Quality Reviews).

	2025 - 2026	2024 - 2025
Number of annual report reviews (ARs) conducted by experts outside the audit team before issuance of the audit opinion	150	137

15. Number of engagement quality reviews (OKBs) performed - total number and number as a percentage of the number of statutory audits (wettelijke controleopdrachten, WeCos) performed.

	2025 - 2026		2024 - 2025	
	Weco	non-Weco	Weco	non-Weco
Number of OKBs performed	303	8	289	24
Percentage of audits on which an OKB was performed	15.3%	0.9%	16.1%	3.1%

16. Number of hours spent on OKBs (total and average per OKB performed) split between partners, (senior) managers and others.

	2025 - 2026			2024 - 2025		
	Partner	(Sr.) Manager	Total	Partner	(Sr.) Manager	Total
Number of hours spent on OKBs	4,759	4,846	9,605	5,936	4,773	10,709
Average hours per OKB performed	15.3	15.6	30.9	18.2	14.6	32.8

17. Hours spent on OKBs: total number of hours spent on audit engagements on which an OKB is performed (1), total number of hours spent on OKBs (2), and (2) as a percentage of (1).

	2025 - 2026	2024 - 2025
Number of hours on audit engagements on which an OKB is performed	784,748	890,885
Number of hours performed on OKBs	9,605	10,709
Average hours performed on OKB as a percentage of the hours performed on the audit engagement	1.2%	1.2%

18. Hours spent by IT specialists as part of audit engagements (split between OOBs and non-OOBs): total number of hours and number of hours spent by IT specialists on audits as a percentage of the total number of hours spent on audits.

	2025 - 2026			2024 - 2025		
	OOB	non-OOB	Total	OOB	non-OOB	Total
Hours IT specialists	53,687	64,142	117,829	63,134	64,394	127,528
Hours IT specialists as a percentage of total hours	10.2%	3.7%	5.2%	10.9%	4.1%	5.9%

19. Number and ratio of engagements for which the defined benchmark for KPI 19 is not met.
The benchmark has not yet been defined.

20. Hours spent by other specialists as part of audit engagements (OOBs and non-OOBs): total number of hours and number of hours as a percentage of all hours spent on all audits.

	2025 - 2026			2024 - 2025		
	OOB	non-OOB	Total	OOB	non-OOB	Total
Hours Actuary	10,673	4,821	15,494	6,723	6,459	13,182
Hours Actuary as a percentage of total hours	2.0%	0.3%	0.7%	1.2%	0.4%	0.6%
Hours Tax	9,511	28,143	37,654	13,711	30,329	44,040
Hours Tax as a percentage of total hours	1.8%	1.6%	1.7%	2.4%	1.9%	2.1%
Hours Valuation	3,129	9,150	12,279	3,616	9,516	13,132
Hours Valuation as a percentage of total hours	0.6%	0.5%	0.5%	0.6%	0.6%	0.6%
Hours Fraud	5,449	4,344	9,793	6,110	4,287	10,397
Hours Fraud as a percentage of total hours	1.0%	0.3%	0.4%	1.1%	0.3%	0.5%
Total hours financial audit	524,770	1,726,507	2,251,277	581,331	1,562,559	2,143,890

21. Number of hours spent on activities to improve the accounting profession (NBA, university, publishing etc.).

	2025 - 2026	2024 - 2025
Teaching at university	4,598	4,773
Technical committee work	4,146	4,515

No data is available regarding the number of hours spent on NBA and publishing.

22. Number of issued audit opinions as part of statutory audits (WeCos, split between PIEs and non-PIEs).

	2025 - 2026	2024 - 2025
Statutory audits - PIE	214	187
Statutory audits - non-PIE	1,767	1,609
Total Statutory audits	1,981	1,796

23. Number of internally reported or identified independence violations - total and as a percentage of total headcount of EY Netherlands (not only Assurance).

	2025 - 2026			2024 - 2025		
	Independence	Administrative requirements	Total	Independence	Administrative requirements	Total
Total breaches / violations	19	79	98	23	67	90
% of total number of employees	0.4%	1.8%	2.2%	0.5%	1.5%	2.0%

24. Number of internal warnings for independence violations - total and as a percentage of total headcount.

We refer to KPI 23. EY does not differentiate between violations resulting or not resulting in warnings; all violations are followed up.

25. Number of audit files that have been subject to a quality review (other than OKB).

	2025 - 2026	2024 - 2025
Number of audit files that have been subject to a quality review (other than OKB)	38	32

These quality reviews relate to our Audit Quality Review process.

26. Number of audit files that have been subject to a quality inspection performed by an external oversight institution.

	2025 - 2026	2024 - 2025
Number of audit files that have been subject to a quality review performed by an external oversight institution	27	16

These quality reviews relate to reviews of the AFM, The Royal Netherlands Institute of Chartered Accountants (NBA), the Dutch National Government and the Dutch Healthcare Authority (Nederlandse Zorgautoriteit 'NZA').

27. Conclusions of the accounting firm based on additional review and/or remediation procedures performed as a result of the findings reported by external regulators.

We refer to the section on External Quality Assurance Review in this Transparency Report.

28. Number of fines (including amounts) imposed on the firm by external regulators.

	2025 - 2026	2024 - 2025
Number of penalties received from external oversight institutions	0	1

29. Number of partners that have been deregistrations from the auditor register – total and as a percentage of the total number of partners.

	2025 - 2026	2024 - 2025
Number of partners that have been deregistered from AFM Auditors register	9	12
As a percentage of the total number of partners	5%	7%

These deregistrations are the result of leaving EY, another role at EY, or retirement.

30. Number of annual report adjustments made relating to fundamental and / or material errors (both Dutch GAAP and IFRS) relating to companies for which EY was also the auditor in the prior financial year – total and as a percentage compared to the total number of audit opinions issued.

	2025 - 2026	2024 - 2025
Annual report adjustments	37	64
As a percentage of the total number of audit opinions (legally and not legally required)	1.3%	2.4%
Of which are fundamental errors	1	0

31. Number of adjustments made relating to material errors at audit clients based on the outcome of reviews performed by external regulators – total and as a percentage of total issued audit opinions.

	2025 - 2026	2024 - 2025
Number of adjustments made relating to material errors at audit clients based on the outcome of reviews performed by external regulators	0	0
As a percentage of the total number of audit opinions	0%	0%

32. Number of audit engagements terminated early

At the initiative of	2025 - 2026			2024 - 2025		
	OOB	non-OOB	Total	OOB	non-OOB	Total
EY	0	0	0	0	2	2
Client	0	3	3	0	19	19
Both	0	2	2	0	4	4
Total	0	5	5	0	25	25

33. Number of claims received including status and expected outcome assessment.
We refer to the paragraph on 'Claims under civil law relating to professional conduct' in this Transparency Report.

34. Number of incidents reported to external oversight institutions.

	2025 - 2026	2024 - 2025
Number of incidents reported to external oversight institutions	1	0

35. Number of proceedings with the Disciplinary Council (Accountantskamer) including outcome.
We refer to the paragraph on 'Disciplinary proceedings' in this Transparency Report.

36. Number of EY/Ethics Hotline complaints including outcome of complaint resolution process.
We refer to the paragraph 'Reports & complaints relating to professional services' in this Transparency Report.

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