

# EY Global Executive Diversity & Inclusion Statement



Diversity and inclusiveness are core to who we are and how we work. We hold a collective commitment to foster an environment where all differences are valued, practices are equitable and everyone experiences a sense of belonging - where people are inspired to team and lead inclusively in their interactions every day.

## About this statement:

The EY Global Executive (GE) has signed this statement to demonstrate our commitment to leading inclusively and our increased focus and accountability around Diversity & Inclusiveness (D&I) progress. It is key to achieving EY's ambition for creating long-term value - bringing the best of our global organization together to run our business and serve clients, ultimately achieving better business success in this transformative age.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teaming. Including varying points of view in our decision-making, operations and actions is fundamental to establishing long-term value for EY people, as well as long-term client, social and financial value. This helps us to fulfill the EY purpose of Building a Better Working World. Through this, we demonstrate our organization's distinctiveness, drive innovation, build trusted relationships, enable equitable and exceptional experiences for EY people and deliver the best approaches for clients. Diversity and inclusiveness are core to how we live our values. They are priorities for the GE and command attention and investment from executive leadership.

**Diversity is about differences.** At EY, we think broadly about differences, such as nationality, language, education, gender and gender identity/expression, sexual orientation, generation, age, socioeconomic background, working and thinking styles, religious background, abilities and disabilities, experiences, career paths, technical skills and identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to geography, service line, sector and function.

**Inclusiveness is about leveraging these differences** to create an environment where all EY people feel, and are valued, for who they are, have a sense of belonging, and are inspired to contribute their personal best in every encounter.

The GE is committed to holding the strategy, policies and accountability in place to build and sustain a diverse global workforce, equitable processes and systems, and an inclusive environment. This includes the executive leadership level. As such, the GE will strive to ensure that the broad range of differences across EY globally are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the GE.

**Carmine Di Sibio**  
EY Global Chairman and CEO, and  
Global D&I Steering Committee  
Co-Chair

**Andy Baldwin**  
EY Global Managing Partner -  
Client Service

**Steve Krousos**  
EY Global Managing Partner -  
Business Enablement

**Kate Barton**  
EY Global Vice Chair - Tax

**Alice Chan**  
EY Global Accounts Committee Chair

**Jack Chan**  
EY Global Emerging Markets  
Committee Member

**Marie-Laure Delarue**  
EY Global Vice Chair - Assurance

**Errol Gardner**  
EY Global Vice Chair - Consulting

**Kelly Grier**  
EY Americas Area Managing Partner

**Andrea Guerzoni**  
EY Global Vice Chair -  
Strategy and Transactions

**Trent Henry**  
EY Global Vice Chair - Talent

**Rajiv Memani**  
EY Global Emerging Markets  
Committee Chair

**Nicola Morini Bianzino**  
EY Global Chief Client Technology  
Officer

**Jay Nibbe**  
EY Global Vice Chair - Markets

**Hank Prybylski**  
EY Global Vice Chair - Transformation

**Jessie Qin**  
Partner on rotation

**Julie Teigland**  
EY EMEA Area Managing Partner

**Patrick Winter**  
EY Asia-Pacific Area Managing  
Partner

Sponsored and supported by:

**Karyn Twaronite**  
EY Global Vice Chair - Diversity & Inclusiveness,  
and Global D&I Steering Committee Co-Chair

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